Assignment #1

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"We are all unique and different, each of us remarkedly individual – like our fingerprints" (Miscisin, 2015, p. 11) Personality characteristics are a blend of the thoughts, feelings and behaviors of an individual that creates a person's behavioral reactions to life circumstances. *Personality Lingo*, written by Mary Miscisin, explains in-depth the four main personality styles: the Connector, the Planner, the Mover and the Thinker through watching, communicating and handling stress. After completing the personality test at https://personalitylingo.com/free-personality-test/ I can say, with confidence, that I am a Planner.

Planner personality traits: Asset vs. Deterrent

"The core value of a planner is responsibility". (Miscisn p. 54) Through their strength in responsibility, a Planner pays close attention to detail being prepared for the expectations of the job. Planners pay attention to policy and have a strong sense of duty to do what is right for the betterment of others. In a leadership position, making solid decisions based on valid information is a large part of the job. Using the mission and vision statements of the school, a Planner in a leadership position will make decisions that are safe and solid for the overall population using research through the inner workings of the school policy and needs of the population. A few personality traits of a Planner that can deter a leader from performing at the best of their ability are: being stubborn, unimaginative, anxious and a micro-manager. However, each one of these negatives has a positive attribute to assist a Planner into completing daily tasks. For example: being stubborn shows commitment to the goal or policy. Keeping the mission of the school at the core of decisions and not wavering is being stubborn but for a positive outcome. "Many planners are aware that they may seem inflexible, boring or even unfriendly to individuals that do not understand their conscientiousness and the drive for responsibility that motivates them." (Miscisn p.60)

Leadership style: Democratic/Participative vs. Autocratic

As a future leader, it is important to me that my staff feel involved with the ability to have an above average fulfillment rating in their position. "Team members tend to have high job satisfaction and are productive because they are more involved." (Amanchukwu et al. p. 10) This can be obtained by involving different team members in projects where they can express their creativity and expertise to help achieve the goals of the school building. Being a Planner, this is an area that I will need to work on. Having control over a building plan is important. I do not want to be a micro-manager. I would like staff with specializations in areas where I lack experience to advise me. For example: before deciding on the consequences for a special education student not following the Code of Conduct, I will consult with the Special Education Liaison and the Social Worker before making my final decision. In a crisis situation, I will have an autocratic leadership style making the decisions to control the possible damage. When needed, delegating tasks will be productive knowing the skills and personalities of team members. "The benefit of autocratic leadership is that it is incredibly efficient." (Amanchukwu et al. 2015, p. 10)

Maximize leadership potential with knowledge of strengths and weaknesses

To maximize my leadership potential, knowing my Planner personality strengths and weaknesses through watching, communicating and coping with stress will assist me in building a team of others that will counteract my deficits. For example: a Connector on my team will have the responsibility of reaching out to business and industry to assist an internship program that I planned. The Connector will use their outgoing personality to develop relationships with internship partners to provide our CTE students with valuable opportunities. Adding a Mover to my team will assist in implementing my plan for a community open house. The Mover will

make sure coverage is assembled in key locations to show off highlights of the building as well as make sure delivery time of refreshments is on schedule and the pamphlets for the event are sent to the print shop with a verified delivery date and time.

Conclusion

Personality characteristics can be organized into four distinct areas, as explained in *Personality Lingo*, written by Mary Miscisin. Creating a leadership team made up of different individuals with different personalities will be effective. As a Planner, I have a strong sense of duty and responsibility paying close attention to detail. While I like to control situations, many times the unexpected occurs. In these moments, I will need to autocratically make decisions to delegate tasks to my team. The most efficient way to do this is by the personality types of Connectors, Movers, and Thinkers who will complete the plan in place using the characteristics that make them unique for the betterment of the school community.

Works Cited

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