

SouthJ

Prompt #1:

Hello Leaders! My WSP scores are the following:

Preference Scores: W/T (32) S/P (31) M/O (27)

Actual Work: W/T (36) S/P (26) M/O (28)

Discrepancies: W/T (-4) S/P (+5) M/O (-1)

Prompt #2:

My stress level for Task and Project is a Level II meaning I tolerate tasks but it also makes me uncomfortable. I have a Level I stress level in Organization which means I have a comfortable match. This means that I am comfortable with an organized project and knowing what my expectations are. I know I can complete tasks and projects but the time restraints, deadlines, poor communication, and working in groups increase my stress levels. As long as I have clear and concise instructions, I will be able to complete the tasks at hand successfully.

I will be personally stressed if I've been given a task that I do not have the skill or interest in. I feel this way in my current job. I want to teach the students but I do not have the skills needed to be a teacher quite yet but definitely have the interest. If I lack the interest and have the skill, my organization will absorb stress because I will likely find myself avoiding or underestimating the need for the activity requirements. I do not agree with this in my professional career. I realize I am skilled in finance. I will never avoid the activity requirements expected of me when tasked with something even if it does not peak my interest.

I believe stress as a whole is always significant. We sometimes don't realize how much stress can impact our health and overall well being. Even a little stress can be detrimental to our workplace or personal lives.

As I reviewed my preference profile and actual work profile I found I like to be given explicit instructions to complete a task. I want clear and concise instructions in my skill set so I can accomplish my project well. I also saw similarities in promoting processes and procedures which make it possible to accomplish an activity.

Prompt #3: The options presented are all viable professions compared to what I'm doing now. The outcome says I should be an accountant, internal trainer or coach. These are all positions I enjoy but my goal is to work with students in a school setting.

Working in a government office and City Hall are actual positions I've held. I do not want to go back to that workstyle. Another option is to work at a college or university. I have thought about working at a community college or Cal State University near me as well. I will continue on my path to graduate with the BA in OGL to eventually move on to obtain my teaching credential.

Prompt #4:

In reviewing the seven principles, possessing beliefs is the most important and significant principle for my workplace. According to our text, having a belief is defined as something (a tenet or creed) believed with conviction. It's also said to serve to consolidate and extend the identity of the entity -- both externally and internally (McIntosh-Fletcher, 2009). I work for a new high school in Carlsbad, California. Our founding Principal hand selected each and every one of us with a vision for his school. We valued, believed and understood what that shared vision was for our students and community. We all worked tirelessly to achieve the goals we set for ourselves. We pulled together and focused our energy on becoming our best. Not the best school for others, but our own best. Our Principal instilled those ideas in each and every one of us. It was extremely powerful for our staff to have a leader who was so driven to align our efforts.

Prompt #5:

There were several elements that led to the success of obtaining and fulfilling the government contract. They developed a good relationship with the government, had reliable suppliers and they had a staff that was capable and flexible. In my current position at the high school, I deal with quite a few vendors that provide services such as uniform orders, spirit wear, graduation regalia and even our school photographer. Each one of these businesses are independently owned. I have ensured we keep good relationships with these vendors because I want them to feel confident in us as a school as much as I want to feel confident they will take care of our needs in a timely manner and with the highest quality goods. Just as in any business, we've had to make adjustments with our vendors over the years. We always want to ensure we have reliable suppliers providing products to our stakeholders which are our staff, students and community. We also have a very capable staff who are all extremely knowledgeable in our fields. We are willing to jump into a task when needed for the benefit of our school.

Reference:

McIntosh-Fletcher, D., & McIntosh-Fletcher, W. (2011). *Realizing the Promise of Work: Work of Lasting Value*. Scottsdale, AZ: The McFletcher Corporation.

After completing your review of your classmate's post, provide some feedback:

1. How do your classmates' discrepancies (STRESS) compare to your own (both Personal and Organizational STRESS)? What is the potential significance for your work if the two of you were on the same work team?
2. Comment on the one Principle (out of The Seven Principles of an Aligned Work Environment) selected by your classmate. How does that Principle impact and/or enhance the one Principle you selected?
3. In Response #5, your classmate provided insights regarding the key elements of the Kotlanger team's approach to fulfilling the contract on the Self-Propelled Howitzer. How similar or dissimilar were your insights compared to your Work Group members' insights?