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Transforming People Problems

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| 20-Day Exercise Submission  1. For each of the following prompts, write a thorough response (2-3 well-developed paragraphs each with 3 to 4 sentences minimum per paragraph) and cite at least one scholarly source (per prompt) to support your answer. Answer the questions in the context of your own professional life, goals, and research interest.  a. Distinguish between Transactional and Transformational Leadership as they relate to people's problems. b. Describe examples of problems people have in an organization. c. List four different personality types in the workplace and briefly explain for each how a leader can work best with each. d. Explain Maslow’s Hierarchy of Needs Model.  2. Structure (Assignment evaluation includes the following structure below).  a. Download the “OGS APA Course Assignments Template 7th Ed 2021” template from the General Helps folder in the AA-101 The Gathering Place Course on DIAL. Using the template create the following pages. b. Title Page (not included in page count). c. Copy and paste the assignment instructions from the syllabus starting on a new page after the title page, adhering to APA 7th edition style (APA 7 Workshop, Formatting, and Style Guide, APA 7 Quick Guide). d. Start the assignment on a new page after the copied assignment instructions. e. Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7Quick Guide) f. Include a separate Works Cited page, formatted according to APA style, 7th edition (not included in page count).  3. Submit through DIAL to the professor. |  |  |

a. Transformational leadership style establishes a vision and encourages employees to go above and beyond the call of duty, while transactional leadership relies on extrinsic incentives for work performance. Most leadership models are transactional, which means they are based on the exchanges that happen between leaders and their followers. Transformational is the process by which a person interacts with others and makes a connection that makes both the leader and the followers more motivated and moral.

When comparing transformational leadership to transactional leadership, in an educational setting both can manage all of the essential responsibilities, but transformative leadership is more adaptable, considers modern concerns, and inspires followers more than transactional leadership. Transformative leadership emphasizes both the relationship between leader and follower as well as the environment in its all-encompassing approach to leadership. Deciding which of these two concepts should be implemented, educational institutions should employ the transformative leadership strategy. This theory provides a method for dealing with change's demands, such as the need for expanded access to education through open and remote learning, new technology, budget cuts, changing student demographics, and globalization.

Studies have shown that a principal's ability to lead well also depends on how the teachers see his or her style of leading. The school principal's job is to tell teachers daily what they need to do to help the school reach its goals and missions. But some principals have bad leadership styles in which they use teachers as tools instead of working with them as partners to meet the needs of the school and its students. Because of this, school leadership, like the principal, is very important to make sure teachers do what is expected of them and keep them motivated (Mirsultan & Marimuthu 2021). So, school principals are advised to use proactive leadership styles that are engaging, motivating, and give people a lot of freedom. This will increase job satisfaction, which is a big part of a school’s performance.

b. There are many concerns within educational institutions and philosophies of education. These growing concerns are seen in students’ poor study habits, difficulty grasping course material, and test anxiety which leads to poor performance on exams. Procrastination on assignments, difficulty planning and organizing to complete assignments or study tasks, and inconsistent class attendance.

Transformation in our educational procedures is required for the academic

achievement and motivation of our students. Our schools are in a constant state of need for change, yet our educational organizations that construct the structure required to generate this change have little to no perseverance. Reframing education inside an organization is a complex challenge that requires the support of all stakeholders. This can only be accomplished well if leadership cultivates teams who are prepared to commit to extensive reorganization and change. As stated by Quinn, “Deep change throughout a system means great sacrifice and suffering for everyone. It also means engaging in a real conflict. It is not very pleasant (Quinn, 1996, p.95).”

The distinction between a need for leadership and management plays a big part in the problems within an educational organization. Leadership and management while different, are of equal importance to the success of any organization (Bolman & Deal 2017). Both leadership and management have their own tasks or responsibilities. Leaders and managers have some things in common that help them get work done. Leaders focus on long-term goals, while managers keep the workplace running smoothly. They do this by testing the current situation and encouraging new functions. For schools to successfully progress both academically and within the personnel structure, they need good management and good leadership.

c. A person's personality is a collection of traits that show how likely it is that they will act, feel, and think in their own way. These things about a person change over time and may be distinct in various situations. A personality is a group of traits that make up a person's unique personality (Ontoum & Chan 2022).

Personnel who have a driver personality type are more assertive and driven. When talking to a driver personality, it's important to keep in mind that they like clear, direct conversations. Instead of talking about the problems, focus on how to solve them. People who drive want to know what to do next. People with analytical personalities are detail-oriented, feel anxious, and strive for perfection. These people will be successful when they're given clear expectations, enough time to finish tasks, and a lot of structure and routine. The personality of an Influencer is creative, friendly, and outgoing. Influencer personalities are easily excited and spontaneous, so they like people who are creative, friendly, and outgoing. When talking to an influencer, it's best to be as friendly and personable as they are. Because they care about what other people think, it's also important not to make them feel too alone or like no one is listening. They care about people and need to know they are valuable. People with supportive personalities at work get along with everyone and tend to be agreeable. These people work well with others, are very patient, and prefer to let others take the lead. Supportive people get along best with people who treat them with the same calmness and kindness that they do. This means letting them know ahead of time about any changes to their current routine or responsibilities and giving them regular reassurances or support.

Making an effort to learn about someone else's differing views and ways of working will help everyone have a better working environment and get more done. Being aware of how different people think and act can help you at work relationships. When you know more about the people around you and talk to them in a way that makes sense to them, you are going to be able to work together better. With this knowledge, you'll be able to work together so that everyone can bring their own strengths to the table. You might have had trouble communicating with someone at work before, but now that you know more, you'll be able to avoid misunderstandings and talk to your coworkers better.  
d. According to Maslow's hierarchy of needs, there is a hierarchy among the many types of desires that everyone has. This hierarchy begins with our survival needs and develops to a feeling of reaching our potential and understanding our life's purpose. The hierarchy is important because it acts as a motivating ladder. This means that before individuals are driven to satisfy the demands of the level of the model above them, their needs at their present level must be entirely met. The Maslow needs hierarchy is broken into five basic levels. The most basic requirements are satisfied first, followed by the most sophisticated needs. Maslow originally believed that before pursuing higher levels, one must thoroughly fulfill the preceding ones (Adeoye, 2021).

The hierarchy of needs that an employee has is money an employee needs to buy food, a place to live, and clothes. Safety-to reduce stress and worry, set up safe places of work with clear rules. Social team building is helped by positive workplace interactions, cooperation, and work-related social gatherings. Esteem-the chance of success and job advancements Self-Actualization-giving workers tasks that are interesting and challenging. Plans for employees' growth that will help them reach their full potential at work.

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