Organizational Dynamics

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Omega Graduate School

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Assignment #1 – Core Essential Elements

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Create a 350-word original discussion paper (with cited sources) during the first

week of the term. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

The Great Disconnect

“Successful teams are built on trust, collaboration, and mutual respect” (Strecker, 2025). Indeed, one of the key essential elements in the Organizational Development class at Omega Graduate School (OGS) is to understand Group and Teamwork Dynamics. With examples, this author will briefly discuss how trust and mutual respect among team members are essential for fostering healthy group dynamics and successful collaboration to address one of the most controversial, misunderstood, and emotionally charged topics of our time: abortion. As a national leader working within the sphere of Reproductive Loss through abortion, this author has the unique opportunity to influence social change within prominent pro-life groups through educating them on what Moral Injury (MI) is, how it relates to women with an abortion experience, why women are silently suffering alone, isolated, with invisible wounds and ways to reconcile the great disconnect that exists between the two groups.

This author's main objective is to help answer a long-standing question among the often-frustrated pro-life community. “Where are all the women?”

As a syndrome, MI has been described as “a particular type of trauma characterized by…guilt, shame, spiritual/existential conflict, and loss of trust are identified as core symptoms. Depression, anxiety, anger, reexperiencing, self-harm, and social problems are identified as secondary symptoms” (Jinkerson, 2016, p. 122). Numerous research publications recognize these core symptoms in post-abortion women. For example, Coleman et al. (2017) identified existential concerns, negative feelings “about termination of a life, regret, shame, guilt, depression, anxiety, comprised self-appraisals, and self-destructive behaviors” (p. 113).

Personal testimonies reveal how MI can change a woman’s overall well-being. “We were told we would go back to normal, and it won’t affect us, but they were wrong!!! All I feel is emptiness and hatred. I used to be the happiest most positive girl. All I want is to take it back” (Rafferty & Longbons, 2020, p. 1489).

It has been the experience of this author, and others, that the pro-life community, in their zeal, has created unsafe spaces where judgment, condemnation, and wrong assumptions have dominated and prevented mutual respect between each group—the great disconnect.

Works Cited

Coleman, P.K., Boswell, K., Etzkorn, K., & Turnwald, R. (2017). Women who suffered emotionally from abortion: A qualitative synthesis of their experiences. *Journal of American Physicians and Surgeons, 22(4),* 133-118.

Jinkerson, J.D. (2016). Defining and assessing moral injury: A syndrome perspective. *Traumatology, 22(2),* 122-130. <https://doi.org/10.1037/trm0000069>.

Rafferty, K.A., & Longbons, T. (2020). #Abortionchangesyou: A case study to understand the communicative tensions in women’s medication abortion narratives*. Health Communication, 1-10.* <https://doi.org/10.1080/10419236.2020.1770507>

Strecker, J. (2025) *Leader 813* *Course Introductory Video*, [Video] YouTube.