Personal Model of Leadership Values

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**Introduction**

Personal model of leadership refers to the lifelong process that a person uses to create a model reflecting own values and beliefs that when used can positively impact the society, communities, and organizations (Komives & Wagner, 2016). Rokeach Values Survey and Personal Model of Leadership are some of the instruments that a person can use to highlight fundamental values that can propel leadership values when working in a company or holding leadership positions in the society. In the Rokeach Values Survey, the core values considered are structured as terminal and instrumental values (Komives & Wagner, 2016). On the personal model of leadership, the emphasis is on how different levels such as individual, interpersonal, organizational, and societal, can reflect fundamental values of a person through behavioral tendencies with a meaning and purpose of impacting the society or the company that the person is working for (Komives & Wagner, 2016). This paper shall identify fundamental values based on individual, interpersonal, organizational, and societal levels in the personal model of leadership, and then discusses own leadership behaviors that result from the selected values.

**Fundamental values based on a personal model of leadership and Rokeach values**

Four different levels exist in the particular model of leadership that highlight leadership values within a person. These levels are individual, interpersonal, organizational, and societal (Komives & Wagner, 2016). On a personal level, my chosen values are integrity, personal courage, and loyalty. Honesty is crucial in my development in leadership since I am honest about my undertakings and I understand the impact dishonesty can cause to trust levels that a person receives from people depending on the service the person provides. On personal courage, I often ask for assistance where I am unsure of what I need to do. However, I trust my experience and academic knowledge always to provide the best where I am sure of my responsibilities and m ability to deliver on assigned duties. Apart from integrity and personal courage, I am also loyal to the people I care about, procedures, goals, and objectives that my leadership position demands. I believe that this is the best way that I can best impact people’s lives.

On an interpersonal level, I consider communication and respect for other people as critical in expressing good leadership attributes. Discussion as a value refers to the ability with which information is delivered and received in associations with people in society. Listening to people's views, whether divergent or supportive of a person's own beliefs, is essential in developing a clear understanding of the community. It then illuminates different facets of the society and factors that need redress. A good leader gets information through the employed communication strategies when associating with people. Respect, on the other hand, is reverence provided for other people's views, culture, and line of thinking. Compliance in a leadership sense improves the loyalty levels of workmates to deliver on their mandates as it instills a sense of value on people.

Values I perceive as necessary in the organizational level are tolerance, accommodation, change, and high performance. Liberalism as value depends on the processor principles that run the society. Where a person does not accept specific values within a community, but those values are integral in the success of a process, it is important to show tolerance and support the principles that govern such a process. Leadership must also be accommodative to different cultures that exist within an organization. The global environment encompasses association with people from different cultures. It is possible that friction or conflict might arise here different cultures counter a controversial aspect in the association. In a working environment, sometimes there are cultures that do not permit certain activities, or follow a given criteria I doing things, for instance, members of individual Christian congregations who worship on certain days and would not be available for work on those days, it is vital that a person in leadership position accommodates this reality.

On change, organizations can at times need to revise their operations and structures given the needs of the market and the society. A good leader must allow change process to take a course where it provides a pathway for relevance and existence of an organization in the future. High performance is another value that is crucial to the organizational level. Every member of the organization must strive to produce their best results given their respective qualifications to deliver on their mandate. Leadership will ensure providing a framework where different groupings are created within an organization that complements strengths to achieve an optimum working level of the resources available for the organization.

Societal level produces values such as protection of the environment, adherence to corporate social responsibility, and commitment to social welfare. Protecting the background is a value that is in line with global goals to environmental conservation. Corporate social responsibility is another value that is informed with working at the societal level. Where a person holds a leadership position in a company, adherence to giving back to the society, either through promoting programs and welfare associations that boost living standards of the community is critical. A city that has a different organization whose considerations towards societal well-being is top notch often improves in its living standards and poverty levels also reduces. There is also renewed optimism and desire for the society to continue working together with the organization in delivering its agenda for the people.

On terminal values that are part of Rokeach values, I select salvation, wisdom, and inner harmony as core values for leadership. Salvation is a value that emanates from my adherence to my faith. I believe salvation is a core value that comes first in my leadership values. Wisdom is another value that I consider useful in enhancing leadership qualities of an individual because it is significant in the decision-making processes of an individual. Having inner harmony is another feature under terminal values that I believe is useful too in providing a medium through which other values can be expressed. Inner peace refers to the ability to let go of all negative attributes that can negatively impact the decision-making process of a person and the delivery of intended expectations.

On the other hand, I believe responsibility, self-control, and honesty as equally important values under instrumental values that assist a person to be a good leader. Responsibility will often lead to accountability. Where a person is responsible, they can take responsibility for their actions, and this is a positive attribute in leadership because it attracts trust and respect from other people. Self-control is another value that implores patience when dealing with circumstances. It makes sure that rational decisions and conclusions result from challenges and concerns that a leader encounter. Lack of self-control can often produce a leader yield negative results that on second-thought could have been approached differently. Honesty is the other value that under instrumental values promotes integrity in a person. It also attracts respect and certainty in a person within an organization. Where it is possible to understand and project the position a person will take in scenarios, it is easy to establish a working formula that best utilizes the strengths inherent in that person for the benefit of the society and the organization.

**Personal leadership behaviors that result from the selected values**

From the chosen values of self-control, responsibility, salvation, wisdom, inner harmony, and honesty that all fall under Rokeach values, the resultant personal leadership behaviors are ensuring that goodness prevails in performing duties assigned. There is also the aspect of promoting religious values of ethics that often align with moral standards required in providing services within organizations and to the society. With inner harmony, an individual can handle pressures and challenges that emanate from daily activities and constraints that might occur as a result of external forces to the delivery of services in an organization. Instrumental and terminal values not only utilize attributes a person captures from both religious associations and personal internal costs, but they also determine own inherent values that a person can provide to an organization in fostering excellence, teamwork, and adoption of change structures to achieve success.

Behaviors that emanate from a personal model of leadership depends on different levels where the values originate. For instance, in the individual level, the benefits of integrity,

personal courage, and loyalty will yield behaviors such as following through with the guidelines and ethical standards of an organization. The dedication will make an individual ensure that the objectives of the company are met through offering diligent work in achieving those objectives. Personal courage, on the other hand, produces two distinct behaviors, though related in their origin. For instance, a person with personal courage will always want to learn more about a situation by letting it known on the challenges faced or deficiencies in completing a task. Likewise, the same person will believe in their traits, experience, knowledge, to complete tasks that the person thinks are within their capability.

Values from interpersonal level such as respect and communication create behaviors that promote listening to views expressed by other people on issues. Respect will also make a person understand the feelings of other people and react in a positive way that yields positive outcomes for the organization. On both organizational and societal level, the values discussed can produce behaviors such as adaptation to culture change in an organization, and successfully providing services to areas that need assistance. In addition to this, other practices that can be witnessed include engagement in environmental protections platforms, working with institutions that promote corporate social responsibility, and enhancing the productivity of workers in an organization through advocating for high-performance levels in service delivery.

References

Komives, S. R., & Wagner, W. (Eds.). (2016). *Leadership for a better world: Understanding the*

*social change model of leadership development*. New Jersey: John Wiley & Sons.

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| **Personal Model of Leadership** | | | | |
| **Value** | **Level** | **Behaviors** | **Meaning and purpose** | **Impact** |
| Integrity, Personal Courage, and loyalty | Individual | I ensure that I commit to the guidelines and procedures of the organization. | It is essential that other workmates have certainty on my contribution to the team. | Having integrity and sticking to the commitment to objectives encourages other workmates to be loyal to such values. |
| Respect | Interpersonal | I provide people with dissenting views to my position the opportunity to air their concerns while I listen to their viewpoints. | It is crucial that people working within my team accommodate divergent views and do so with respect. | Accommodating others dissenting opinions and understanding their viewpoints increases options that can be explored hence strengthening teams in an organization. |
| Tolerance, accommodation, change, and high performance | Organizational | I encourage housing of change procedures in the organization and striving to produce the best in whatever assigned responsibility. | Through high productivity that is measurable through periodic performance scorecards, it is possible to ascertain areas that need improvement. | Where there is concerted effort to provide more in terms of productivity, the organization benefits. |
| The commitment to protect and serve other people! | Societal | When I joined the military I made a commitment to remain loyal to my promise to protect the people of the United States. | The choice of my job allows me to make the lives of other soldier better. By becoming a Preventive Medicine Specialist I can make a huge difference. | These actions make sure they have potable drinking water, safe food to drink, and won’t get sick on the job. |