

## **Personal and Professional Styles**

### **Organizational Communication Style:**

- Politician with fundamental ethical standards.

### **Decision-making models:**

- "What I ought to do?" Genetic Decision Making Model developed by Harmes using the Bio-ethical Decision Making Model Worksheet developed by Dr. Jon Hendrix at Ball State University.
- Bounded Rational Model which is an enhanced version of the 7-step rational decision making process. The bounded rational process assumes that we do not have perfect knowledge, information is ambiguous, we have limited capacity to handle the complexity of the situation, and that we are not perfect decision makers because we lack objectivity and measurable criteria for evaluation and feedback.

Both models highlight:

- Defining the problem
- Generate possible solutions
- Assess the criteria and consequences
- Select the best solution
- Implement the plan
- Evaluate success
- Modify the process or decision based on evaluation criteria

### **Personal Attributes:**

- Behavioral Style: Dominance / Producer

### **Meyer's/Briggs Personality Profile:**

- ENFJ

### **Personality Spectrum:**

- Thinker
- Adventurer
- Giver
- Organizer

## **Personal Strengths and Weaknesses**

### **Management Style(s):**

- Management by Styles (MBS) (adjusting approaches based on situational needs)
- Management by Integration (MBI) emphasizing communication and balance while integrating all human aspects to create a highly mobilized, empowered,

synergy within teams and the workforce.

- Management by Work Simplification (MBWS) seeking input from performers to simplify processes and reduce expenses. This creates ownership and increases job satisfaction within the workforce or teams.

**Communication Strengths:**

- Empathizing
- Compromising
- Asking questions
- Encouraging
- Negotiating
- Determining cause
- Supporting

**Control and Productivity Enhancing Strengths:**

- Assisting
- Probing for feedback, focusing and summarizing issues
- Empathetic, Facilitating understanding
- Delegating
- Open minded
- Fostering communications, Documenting

**Solving Crisis Situations**

**Strengths:**

- Positive, building team commitment
- Open minded
- Review
- Probing for feedback
- Fostering understanding
- Setting attainable goals
- Fact finding
- Freedom to perform