Term Paper:

My Personal Leadership Analysis

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**My Personal Leadership Analysis**

Nurses can develop their own style of leadership based on many factors such as past experiences, personality or the different needs of their team. Nurses must first be mindful of the type of leadership they believe in before they can proceed with leading others. During this course, I learned many new concepts of management and leadership that can be implemented into my practice for the future. While every person is different and have their own ways of leading, I personally value transformational leadership. “Transformational leadership is a leadership style in which leaders encourage, inspire and motivate employees to innovate and create change that will help grow and shape the future success of the company” (White, 2018).

Integrity is a very important attribute of a great leader. It is the idea of being consistent with your actions, values, principles, expectations and outcomes (Paine, 2014). It is making the dedication to do the right thing for the right reason, in a morally justified way despite everything. Integrity helps build trust, which can help increase the confidence in others and will overall have an impact on what you do. My goal would be to lead the team with integrity, respect and confidence. I want to exemplify the same characteristics I expect from the team so we may all continue to grow and succeed together. Personally, I believe working as a team allows us to build rapport with one another, trust between each other and confidence amongst each other. In my opinion, nurses should always provide a helping hand and be a source of guidance in a time of need. I will always look to be the best possible team player and to provide assistance to my coworkers whenever it is needed. As nurses, we’ve been taught that there are no short cuts while performing our duties and how important it is for us to exercise standard of care. Working as a team will be an overall benefit to the nursing community because it will allow us to properly care

for our patients while following the hospital’s policies and expectations.

Unfortunately, nurses deal with chaos on a day to day basis. We deal with a multitude of emergencies while having to meet patient expectations and sometimes in an unpredictable environment. Therefore, as nurses, we must learn to show ambiguity while maintaining our ability to think critically. In these unforeseen circumstances we must utilize the knowledge we’ve been taught and apply the nursing process. The first step of the nursing process is assessment. We need to collect all available findings which include both subjective and objective data. Only then, will we be able to diagnose, plan and implement successfully considering the possible condition. This will ultimately bring us to our final step of the nursing process, Evaluation. In this final step we want to ensure that the “desired outcome has been met and if not, the plan of care may be adapted based on the new assessment data” (Toney-Butler & Thayer, 2019). Critical thinking may be complex based on the various challenges that nurses face, however with the increased exposure, it will allow us to comfortably enhance our critical thinking skills. Transformational leadership will allow me to apply the knowledge and experience to combat all future encounters involving patient concerns.

The world is filled with different cultures, race, genders, sex, religions and ethnicities. I believe it is a blessing to come across all of the different people the world is made of and to be able to live in all its glory. To be the successful transformational leader that I intend on becoming, I will be vocal about the importance of being unbiased toward the patients and beliefs they bring along. By incorporating awareness, acceptance and asking, we can make these interactions both easier and more successful (Ferwerda, 2016). When we are able to fully grasp the concept of cultural sensitivity we will be able to become fully mindful that every individual
belongs to a unique culture. By doing so we can promote patient-nurse participation which in return will be able to reassure them that we are willing to adjust their care based on their preferences. I have personally experienced the hardships of being culturally different from my peers. I was raised in an Asian household where showing affection was minimal and more often than not, lacking. This essentially translated into my future behavior towards my peers. This ultimately created difficulties during my upbringing due to miscommunication and misinformation among our respective cultures. Today, I understand the significance of having cultural uniqueness, diversity and preferences. I will apply my experience and knowledge to being a transformational leader where I can encourage the patients to communicate their needs with me and my team.

At times nurses may focus so much on the patients that they forget to communicate effectively with one another. Lack of good communication can further lead to conflicts and missed care. When conflicts arise it is vital to investigate and grasp the situation at hand. Gaining insight on where the problem first stemmed from will allow us to properly mitigate the dispute. While approaching the predicament, we must remain open so we may conclusively reach an outcome where all employees are involved in collectively tackling the challenges at hand. In doing so, we are subconsciously forming a safe environment for the team to freely express their ideas and concerns without hostility. If I were to come across a conflict I would want to have the ability to speak up to my leader addressing the issue without feeling distressed. I would appreciate a safe haven to express my concerns with confidence in a positive outcome. For this reason, I will advocate for a secure horizon for myself and my team.

Stepping in the world as a new nurse can be both inspiring and overwhelming. Nurses are subject to a lot of expectations from patients and family members which is why it is crucial to have a meaningful presence in your life to look up to. The mentor I had growing up was my grandmother. She exemplified the meaning to be unselfish, selflessness and genuine care for all. By having the privilege of having my grandmother my whole life has allowed me to see the relevance in helping someone in need, developing patience and continually adapting to the changes in time. My grandmother’s mentorship gradually pushed me to see my own potential on my path toward my nursing career. I have embodied the responsibility to care for those as if they were my own, to have compassion and to exude self sacrifice. As a leader, I will provide opportunities for each of my team members along with the proper motivation so they may advance toward their goals with confidence. This will encourage them to fulfill their own desires for success wherever they may seek them. Unfortunately, not everybody will have the luxury of having a mentor in their life so it will be my aim as a transformational leader to fill that void.

It is imperative that nurses move parallel to the advancement of health care. As health care continues to change nurses need to make an effort to stay informed of impending changes to their nursing practice (Jootun & McGarry, 2014). For example, using evidence based practices can help improve patient outcomes, provide high quality care, reduce costs and eliminate previous practices that are no longer effective. However, in order to provide evidence based approach to our patients, nurses need to seek continued education. I understand the importance of growing as a nurse and how my responsibility to educate myself with the health care progression will overall benefit the patients, myself and the organization for which I work for. As nurses, we may seek higher education in many different ways. We may look to attend conferences, trainings, acquire certifications and many more. Due to the inconsistent nature of medicine and health practices, nurses need to stay informed with the most up-to-date research. As a transformational leader, I will guide my team to understanding the importance of higher education to truly fulfill a nurse’s role. In order to fulfill our commitment as nurses we must first do our own due diligence on being able to offer them the best possible results.

With the addition to my higher education and greater experience I can further incorporate the knowledge I have already acquired into improving the health care system as a whole. The experience garnered will better prepare me for personal and professional growth. Reflective learning allows me to promote better understanding while exploring concepts that are important to my professional practice. “With the aide of a simple prompt questions, such as what might I do better next time, provides an opportunity to draw from the past and present to improve performance in the future” (Jootun & McGarry, 2014).

No two patients are ever the same so during patient interaction nurses must be mindful of what they say, how they say it and to whom they’re speaking with. I have learned through past experience that every patient deserves the same type of treatment and care regardless of status and relevance. I have witnessed on multiple occasions where nurses would enter a room and tend to their patient however ignore the requests of the rooming patient. This experience has been engraved into my mind and will guide me to emphasize the importance of one patients outcry to the next. It was disheartening when I placed myself into the patients shoes and wondered how it must have felt to be ignored by the people whom have sworn to take care of my wellbeing when I am in a state of helplessness. I will do my best to ensure that all patients are optimally on the
road to recovery.

Frances Bacon once said “Knowledge is Power”. However, it is also fundamental to acknowledge that your emotional self is parallel to your development. A part of achieving the keys to success is to maintain a well-balanced format toward achieving your objective. Nurses will inevitably be exposed to daily stresses accumulating from their daily tasks. They’re expected to attend to patients, meeting the expectations of families and delegating tasks to name a few. All the while they may have their own personal affairs to deal with. Sometimes it is easy to forget about your own well being in the midst of the chaotic life of a nurse.

As a nurse, I will remind myself that I am a human who needs the same outlet to express my feelings when needed, the same social voids to be filled in order to maintain some normality in my life and the importance of having a mental rest day. Only then can I become a nurse where I can help support those in need. My path to supporting emotional development while increasing the knowledge of the world will include an open door policy. With an open door policy, I can further encourage open communication, feedback, and any crucial matters (Heathfield, 2019). Keeping communication open and honest will help achieve job satisfaction, lead to further success and promote emotional intelligence among nurses.

A grim reality is that often times nurses are so burned out that they forget about self-care. Nurses are so focused on their job that they result in bottling up their own stress, anxiety and neglecting their health which results to a poor work-life balance. Nurses work long hours, willingly pledge to copious amounts of tasks and begin to develop serious enigmas such as "not taking breaks as a badge of honor" (Sherman, 2019). It is important that we set aside some time for ourselves each day, just to relax and have our mind set straight. To say self-care is important
would be an understatement because if you do not first care for yourself you will not be able to properly care for others. Neglecting self-care will become a domino effect into other issues until you inevitably spiral out of control.
 When I begin my career I will leave my work at work and go home with a goal to relax. Some examples of self-care that I will be providing myself include eating healthy, exercising at the gym, allowing myself to cry, reading inspirational literature and spending time outdoors with others whose company I enjoy. I truly believe that we should always see the light on the other side to prevent our lives from spiraling out of control. I will use my understanding on what it means to be a transformational leader to prevent others from neglecting their self care or personal lives. As a team we must be each others ears, shoulders and hand so we can continue to be our patients advocates.
 Throughout the course of this semester I have been exposed to many different perspectives and outlooks in the livelihood of a leader. I am confident that I will be able to utilize my skillset as well as my newly adapted knowledge acquired to become the transformational leader I aspire to be. My goal is not to thwart what my predecessors have done but to build on their accomplishments and form new alternatives that coincide with the world we live in today.

When I first started my nursing career I was shy, cautious and often times hesitant of my own abilities. I somehow always knew that I wanted to be a nurse and help the ones in need but needed the proper guidance on how to come out of my own shell. I have luckily been able to form bonds along the way and figure out more about myself than I ever have. This class has allowed me to be able to understand the value of integrity, the vitality of seeking higher education, appreciation of cultural diversity and sensitivity, understanding the importance of
being unbiased and ambiguity easily because I strive to practice those beliefs everyday of my life. I treat people with the same love and respect that I wish to receive in return and therefore am willing to proudly say that I am a nurse at heart. However, prior to this learning experience I have always struggled with the ability to promote self-care, developing my emotional self and discovering my potential. I subconsciously knew that in some way or another that it is important to be emotionally stable and to be confident in yourself however have always chosen to be the shoulder, ears and hand to hold as oppose to seeking for them. Now I know the importance of speaking to others when in need, asking for help and taking time out to relax. Doing so will ultimately bring me closer to my goal of becoming a transformational leader. Of course, nothing happens over night. I will continue to seek higher education in all aspects of my life. I will continue to open up and be mindful that I am a human too. After all, transformational leaders are leaders who guide you with an open mind and build together with the team.

My life’s calling has always been to help those in need just like my grandmother did. To embody the selflessness nature, the hard work ethic and the unwavering way to always do it with a smile. I am grateful for the opportunity to have learned more about myself and how I can continue to develop into a stronger person and nurse. In my opinion nursing will always be about learning, growing and improving our work environment, overall patient care and ability to adapt to change. In the end I would like to have said that I was able to leave my mark for the better in the healthcare community.

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