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BUS 4405-01 LEADERSHIP - AY2025-T1

LEARNING JOURNAL UNIT 1

INSTRUCTOR: JULIUS GETIGAN



After taking the Least Preferred Coworker (LPC) Scale, I evaluated my responses based on a person I found difficult to work with. My score totaled 75, placing me in the "relationship-oriented" leadership category. According to Fiedler's theory, this indicates a preference for maintaining harmonious working relationships and prioritizing interpersonal dynamics over strict task completion.

From a student's perspective, the validity of this test is somewhat subjective. It offers insight into leadership tendencies by prompting reflection on personal experiences. However, it relies on a single situation with one coworker, which may not fully capture an individual's broader leadership style. Our behavior can vary significantly depending on different circumstances or teams, making the test feel somewhat limited in scope.

I understand how crucial it is to strike a balance between work emphasis and relationship-building in terms of my leadership growth. While fostering positive relationships is crucial for team cohesiveness and long-term performance, there are some circumstances in which adopting a more task-oriented approach may be required to meet deadlines and goals. This test suggests I could further develop skills related to task management, ensuring that I can adapt to situations where relationship-building might not be enough to achieve goals.

Overall, the LPC scale provides useful insights but should be complemented by other tools to form a more comprehensive view of leadership style.