

UNIVERSITY OF THE PEOPLE

BUS 1105-01 Business Communications- AY2024-T1

Learning Journal Unit 7

Instructor: Jeffrey Hathaway

“Cultures tend to have a ritual for becoming a new member. A newcomer starts out as a nonentity, a stranger, an unaffiliated person with no connection or even possibly awareness of the community. Newcomers who stay around and learn about the culture become members.”
(Intercultural and International Business Communication, 2023).

When I began working at my current company a few years ago, there was a rite of initiation process that all new employees went through. On the first day, we were given a tour of the office building and introduced to various managers and team members. However, the real initiation began when we were assigned our first major projects. As the newest members of the team, my fellow new hires and I were given some of the less glamorous tasks that no one else wanted to take on. This included conducting research, compiling data, and doing other grunt work that formed the foundation of the more complex projects headed up by senior staff.

At first, it felt a bit demeaning to be relegated to these mundane assignments that the veteran employees didn't have to bother with anymore. However, I soon came to realize that this was how the company weeded people out and identified who was truly committed to sticking around. The new hires who did quality work and had a good attitude despite the lackluster projects were the ones management knew they could rely on. After a few months of proving ourselves, we began getting better assignments that were more central to the company's core initiatives.

Looking back, I think these rites of initiation served an important purpose. They prevented new staff from coming in and immediately taking on more responsibility than they could handle. It also enabled management to see how we worked both independently and as part of a team. While the initiation process was a bit tedious at times, it gave me a chance to demonstrate my

skills and earn opportunities to take on more complex work. I believe it was a useful system for successfully integrating new employees into the company.

List of unfamiliar words:

“Paroxysm: a fit, attack, or sudden increase or recurrence of symptoms (as of a disease).”

(Merriam-Webster Dictionary, 2023)

“Tumultuous: marked by tumult: loud, excited, and emotional.” (Merriam-Webster Dictionary, 2023)

“Verisimilitude: the quality or state of being verisimilar.” (Merriam-Webster Dictionary, 2023)

References:

McLean, S. (2005). The basics of interpersonal communication. Allyn & Bacon.

McLean, S. (2010). Business communication for success. Saylor

Academy.https://saylordotorg.github.io/text_business-communication-for-success/index.html

Business Communication for Success. (2012). https://saylordotorg.github.io/text_business-communication-for-success/

Intercultural and International Business Communication. (2023). Github.io.

https://saylordotorg.github.io/text_business-communication-for-success/s22-intercultural-and-international.html#:~:text=Rites%20of%20initiation,members%20communicate%20with%20each%20other.

Merriam-Webster Dictionary. (2023). Merriam-Webster.com. <https://www.merriam-webster.com/dictionary/paroxysm>

Merriam-Webster Dictionary. (2023). Merriam-Webster.com. <https://www.merriam-webster.com/dictionary/tumultuous>

Merriam-Webster Dictionary. (2023). Merriam-Webster.com. <https://www.merriam-webster.com/dictionary/verisimilitude>

Word count: 390