### Color of my Communication

I have chosen this topic as it is the easiest and most straightforward to understand and introduce to individuals who are new to organizational communications and/or social sciences and psychology. Being in a design and media industry, I understand the importance of color theory, and even more so when colors are associated with emotions. Blue being water, calm and thorough. Yellow being the sun, warm and joyful. Green being a tree, rooted and analytical. Red being fire, passionate and wild. All these are much easier to explain as compared to esoteric metaphors and analogies such as machine metaphor or theories that are complex and only applicable to people of power. It is with great belief that having such a skill can allow a vast majority to easily identify and distinguish others in order to better communicate with them.

Knowing my own color can influence me to make conscious decisions over the words and message I am conveying, thus thinking beforehand to ensure I do not offend anyone. However, being of one personality trait does not mean I cannot communicate with individuals of another color. I am of the green color, analytical and decision centric. That means that communication with red can seem difficult at times due to their high energy and spontaneous nature. However, knowing my own color, I can temporarily change my traits and behavior to be more in tune with them as well. This is a very important skill to have when interacting with clients and colleagues. Clients usually demand unrealistic production times which cannot be achieved without a large corporation, while communication with them is hard as they do not trust the managerial position, especially when the color is different. As such, I am required to change my own color to mesh with their color, leading them to be more comfortable with me and be more receptive to my thoughts and opinions. With them being more open, I can foster a bond between client and company, leading to future partnerships and further projects where I am offered more realistic demands. Colleagues and employees are of similar types, where they believe that you are overstepping authority and find you defensive and managerial, this can lead to a split between employer and employee. Having the ability to adapt to their color can allow them to trust me more and work alongside me instead of working for me. Having a more open relationship with team members will allow them to listen to my plans and assignments, thus leading to a more conducive work environment with better relations.

Although the past has tried to categorize others by one select trait, thus forcing a supremacy and oppression over other groups, it is with great responsibility that others do not use this skill with a bias or hierarchy in mind. In a position of leadership, I am tasked with assigning tasks to my team, as well as keeping track of progress and scheduling, not to seclude any one position in the team in favor of others. A well oiled machine can only function when all the parts are working together without friction. Having identified my team’s colors, I can guide them and assign them tasks that are suited for them. Such as yellow being the designer, able to do things with the larger picture in mind. Having red be the creatives, having the initiative to break free from traditional molds in order to give the project uniqueness and life. Having green be developers and decision makers as they are analytical and able to see the time and difficulty constraints on embarking on a large project. Having blue be the schedule managers and quality assurance, for they are thorough and blunt, allowing the team to receive feedback in a timely manner. Despite having assigned them their roles, that does not mean that they cannot do anything else. Everyone has all 4 colors in them, just in different proportions. As such, within the roles, they too can guide each other to maintain productivity. All these can only be achieved if a person can recognise the strengths and weaknesses of the team and properly acknowledge their differences in order to assign them their roles in the team.

### Sources of Power

I have chosen this topic as it is the most relevant to my future career. Having a source of power can garner respect or fear for the masses, either through wealth, responsibility, experience or knowledge. The hierarchy of the team is that of a member, leader and manager. Even without legitimate power, members can have influence over other members as well, or even transcend hierarchy to influence the leader. Having sources of power can effectively guide individuals towards seeking help and pushing others to do their best. There are 6 main sources of power, namely Legitimate, Reward, Coercive, Expert, Referent and Informational. I believe that I fall within Expert and Informational power.

I believe in keeping myself well educated and thus keeping up on news within my industry, as such I am able to familiarize myself with new technology ahead of time. This has led me to be able to guide others and introduce such technologies to them as well. Although the knowledge isn't gatekept, introduction to new techniques are much harder without guidance. Knowing my own source of power, I am able to lead into it and improve my other skills, thus being more well-rounded and growing from it. Although I have 2 sources of power, this does not mean that I am unable to achieve success in the other forms of power. I am usually less charismatic than others, and knowing that I can improve my speech and outlook, I can also have referent power. Although I do not have legitimate power, I should strive to improve my hierarchical standing and improve managerial skills in order to stand higher than the rest, allowing my peers to trust my words and give me control over the team. Thus, in a highly competitive and skill based career, I believe that identifying my own skills and limitations can help me grow as a better person and achieve greater things in my future career.

Knowing another’s source of power, thus able to respect their power and stand out from them. A well known line, usually spoken in jest, “This town is too small for the both of us”, referring to having two sheriffs in an old western town, can be interpreted as having individuals of the same power occupying the same role, causing friction as both struggle to assert dominance. Following the quote, the two characters will start a gunfight duel, unknowingly damaging the surroundings and hurting civilians in the process. This in turn, can be interpreted as a power dynamic causing internal struggles to damage and interfering with the team or the company’s workflow. Knowing that there is a team leader in charge of my project, I would avoid overstepping boundaries and not coerce others to do my bidding. Having a senior developer in the team, I would recognise his experience and expertise in this industry and not give false information to others, lest an inexperienced individual gets confused by two differing sources of information. Lastly, knowing that working in a creative industry requires communication with the client and I should allow individuals with legitimate power to take charge or it would seem rude for a team member to give input where the managers are conversing. However, if there is a position of power that is empty, I should be able to identify it and thus step up to the role if I am suited for it. Thus, having the ability to identify and acknowledge other individual’s sources of power can reduce the likelihood of causing discourse within the team. Working in a team based industry would thus benefit from this skill.