1. Describe an example of your leadership experience in which you have positively influenced others, helped resolve disputes or contributed to group efforts over time.

At the start of my organisation, *love.achelois,* my team grew to over 20 people. We were extremely productive, publishing content thrice a week, but we weren’t a “team”. Everyone was divided in a way. Some people barely knew or talked with each other, and our communication was limited to only publishing content. Although at that time, it didn’t seem as big of an issue, I was scared this would lead to something more: my team could fall apart in front of my eyes. So, to prevent the cause, I wanted to fix the problem immediately.

It was hard at first. In order to bond with one another, I initially set up optional meetings once every two weeks for members to join, but barely 5 people came. It dawned on me that with time zone differences and us barely talking, some people might be a bit shy.

To overcome that, I started to move the events in our group chat, hosting mini-debates, based on both controversial and miscellaneous topics. One being the everlasting debate, “pineapple on pizza”. This was a big hit! Although there were some heated conversations, it made us closer together and I even came to know that most of my members didn’t like pineapple pizza. Traitors!

With more members joining, I began appointing new head positions to help me manage the bonding events. Eventually, the team culture started to evolve into one of sharing opinions and ideas to improve people’s work. As a result, our following grew and so did we. We all collectively even decided to initiate a pen-pal program that would aid our followers to experience and understand different perspectives like we did.

I found that a team is not just composed of people working together. It's more of people trusting one another. As a leader, I strive to achieve that very aspect of a team, helping my team in *love.achelois* grow and care for one another to achieve our goals.

Hi Shelby!

This is already a strong essay that’s enjoyable to read. I can see you as a leader who is proactive rather than reactive. You take initiative that might be unpopular because you strongly believe in the cause. Your idealism also shines through. You’re not one to feel content with a team that just works. You want a team that feels great, where people actually like one another enough to help each other grow. I feel the world needs more leaders like that.

If you want to optimize this even further, I’d like to dig a little deeper to the moment when you started these bonding events. Were there some members who were more reluctant than others? What kind of push back did you experience? How did you convince them to buy into this vision of the work culture you wanted?

In other words, I’d like to see the cost of your decision. What was the risk? What was at stake? What did you sacrifice personally to make you earn this achelois team 2.0?

Paul

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