The submissions for this assignment are posts in the assignment's discussion. Below are the discussion posts for Ritu Adhikari, or you can [**view the full discussion**](https://waldenu.instructure.com/courses/64763/discussion_topics/465114?headless=1&student_id=64913).

from [**Module 3: Discussion 2**](https://waldenu.instructure.com/courses/64763/discussion_topics/465114?headless=1&student_id=64913)

Jun 30, 2023 3:44PM

[Ritu Adhikari](https://waldenu.instructure.com/courses/64763/users/64913)

**Summary**

Based on the strength finder report, my top 5 themes were Restorative, Relator, Achiever, Learner, and Arranger. Some of the results were a surprise for me but some I was aware of it already. Based on the report, which I was already aware of, I search for minor flaws people fail to notice, If I am not successful on the current project then I can discover ways to do things more completely and perfectly next time otherwise I will have this guilt in my head why didn't I do this better even after getting another chance. It’s very likely that I feel life is best when we are truthful about our talents, skills, education, successes, experiences, or background.  I am comfortable being open and honest and I intentionally avoid people who are less than truthful. I also feel very optimistic about life when I can dedicate myself to my studies.

I normally spend a lot of energy helping people embrace their accomplishments and revel in their successes especially the new graduate nurse in my unit because I put myself in their spot when I was a new graduate. If I am interested in something, I tend to give it my full attention for hours, days, weeks, months, or even years.  I spend considerable time examining exactly why something has gone wrong and whenever I experience a personal or professional loss, make a mistake, or experience failure, I tend to investigate, I will be restless until I have answers to all my basic questions. Following the completion of this assignment, I found that I am the person on the team who can calm and appease people who are upset, confused, or fearful.

There are still many things based on this assessment I would like to strengthen, and I have described below what I think I needed to work on to be a great leader.

**Core values**

The two core values I would like to strengthen are responsibility and personal growth.

Currently, I am doing the charge role in my unit almost every week because the charge role in my unit is very challenging as the charge has a full ICU assignment and be a charge, everyone is refusing to take this role and there are few of us who are doing this role. I am doing this because I want to strengthen my leadership quality and want to build the ability to handle any challenges that come along my way. In addition to this, I am also planning to do my Critical Nurse certification and stroke certification for my personal growth.

**Strength**

I would like to strengthen my communication and relationship-building skills.

Leaders need great communication skills as it plays a crucial role in their success in the workplace as well as personal life. Leaders with great communication skills will see better productivity and improved relationships in every aspect of their lives. I believe that great communication will automatically develop relationship-building skills as knowing how to listen attentively, and the ability to offer empathy, open-mindedness, and helpful feedback based on what we hear, a friendly demeanor, confidence, and quality nonverbal communication will help a leader develop good relationships with the members of their team. Relationship-building skills are very important as a leader because it will make our job enjoyable, close-knit teams more productive, and improves the foundation by creating trust among leaders and staff.

**Characteristic**

Courage and Respect are the two characteristics of a leader that I would like to strengthen. Treating employees with respect will build trust and improve effectiveness. Employees will feel at ease with their tension and conflict. I totally agree with the article, 10 Characteristics of a good leader that mentions Creating a culture of respect is more than the absence of disrespect and an effective organizational culture has a learning orientation that encourages new thinking and adapting to new environmental conditions, rather than just doing what has been done in the past. (Duggan et al., 2015) Every leader is not courageous enough to speak up and voice new ideas, therefore I want to strengthen this leadership characteristic because this is essential to a leader because as a leader it's their duty to flag a concern above them and provide feedback to direct report. Instead running away or avoiding problems enables leaders to move in the right direction.

**References:**

Duggan, K., Aisaka, K., Tabak, R. G., Smith, C., Erwin, P., & Brownson, R. C. (2015). Implementing administrative evidence-based practices: Lessons from the field in six local health departments across the United States. [*BMC Health Services Research, 15*Links to an external site.Links to an external site.](https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3)(1). doi:10.1186/s12913-015-0891-3. Retrieved from

[https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3Links to an external site.](https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3)

Gallup.com, (2023). StrengthsFinder Assessment. Link [https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspxLinks to an external site.Links to an external site.Links to an external site.](https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspx)

*The 10 characteristics of a good leader*. CCL. (2023, June 26).

[https://www.ccl.org/articles/leading-effectively-articles/characteristics-good-leader/#empathyLinks to an external site.](https://www.ccl.org/articles/leading-effectively-articles/characteristics-good-leader/#empathy)

**Response 1**

Hello Zheman,

I enjoy reading your post, nicely done

Strength finder assessment can identify our natural talents and strength. It is true that it is a good starting place for those who are looking to discover their inner strength and how to best develop and apply them. Gall up consultant, Rath asserts that” People have several times more potential for growth when they invest energy in developing their strengths instead of correcting their deficiencies” (Schwertly) and the strength can be identified via this easily available tool.

I also feel the same way that the strength finder assessment has outlined the strength that enables me to make well-informed decisions and adapt to various dynamics and changes, I was unaware of so many of my strengths. I am also very much into policies when performing tasks and unlike you, I must follow all current policies and practices when carrying out my tasks and obligations because policies provide guidance, consistency, accountability, efficiency, and clarity.

**References:**

Schwertly, S. (n.d.). *A review of StrengthsFinder 2.0 - ETHOS3 - A presentation training and Design Agency*. Ethos3.

[https://ethos3.com/a-review-of-strengthsfinder-2-0/Links to an external site.](https://ethos3.com/a-review-of-strengthsfinder-2-0/)

**Response2:**

Hello Jessica, thank you for the informative post,

I also believe confidence is the key to success and it's important to show that you are confident when you are leading a group. In my opinion, strong communication skills can display our confidence. Good communication provides clarity and direction, ability to embrace a different point of view helps others trust that you are making the best decision for everyone in the group. It plays an important role in resolving conflict and direction. It improves productivity, promotes team building, and creates a better relationship.

The strength finder assessment results suggest “ideas for action” on how to develop and use our strengths and some insights into how we can best work with other people. (Schwertly) And I think this is one of the crucial parts that we should give attention to.  Overall, this was my first time knowing this type of tool and using it, therefore in my view, it is a great tool that will first help us identify our natural strengths and then guide us on how to use it to our own benefit.

**References:**

Gallup.com, (2023). StrengthsFinder Assessment. Link [https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspxLinks to an external site.Links to an external site.Links to an external site.Links to an external site.](https://www.gallup.com/cliftonstrengths/en/254033/strengthsfinder.aspx)

Schwertly, S. (n.d.). *A review of StrengthsFinder 2.0 - ETHOS3 - A presentation training and Design Agency*. Ethos3.

[https://ethos3.com/a-review-of-strengthsfinder-2-0/Links to an external site.](https://ethos3.com/a-review-of-strengthsfinder-2-0/)