

## Reflection (Week 8)

Name: Vishnu Soranam

Total Points: 100pts

**What is the most significant take-a-way you have gained from your study this week? (10pts)**

- I learned the importance of conflict at work, and how it can increase awareness of both problems and potential problems that exist. Through this identification process, I will learn to figure out solutions to move forward.

**How would you explain this week's topics to a person not in this class? (10pts)**

- Conflicts give us the ability to notice problems, so we will be able to figure out and think of solving the problem. The “solving problem” focus will help to avoid a certain project from any risks that will slow down the progress or even affect the quality of a project. The objective of having this is all about knowing, brainstorming, thinking to improve the quality to meet expected outcome.

**How do plan on contributing to the team, besides completing your tasks? (20pts)**

- I will be more open to expressing my genuine feeling of something in a discussion. Letting my teammates know my insights can help to improve and refine plans that will help contribute to producing better outcomes. Through this process, I believe that me and my teammates will be able to increase our critical thinking skills by combining our ideas, although they may be contrary to some other ideas produced. Disagreement will come along way but learning to sort out is the best way to coming up with a better agreed plans to execute.

**Why is this week's topic important for teamwork? (20pts)**

- This week’s topic is crucial because learning to manage conflict at work will help to sort out issues professionally and appropriately. This will help to avoid potential or unnecessary problems that will slow down the progress of a project, which will affect the overall team performance. Managing conflicts help teammates come together to be unified in agreeing with ideas and solutions to keep the progress of a project going. This will ultimately affect the quality of a project, and it is all about refining ideas and thoughts into action plans that can increase the quality of the outcome.

**How does your experience relate to other experiences you have had? (20pts)**

- During my mission, I was involved in several leadership discussions. The objective of the discussions was always to improve missionaries' spiritual and physical productivity. There were issues where missionaries struggled to find new people to teach, having the courage to approach strangers to share the gospel, and many more. As leaders, we came together to brainstorm ideas on how we can assist missionaries to overcome these problems. In one discussion, some leaders agreed on micromanaging method, and some did not. Each of the related group members expressed their insights of why they agree or disagree with micromanaging. I personally proposed about just helping missionaries to keep on track of how many approaches they make daily, but the goal was to keep the missionaries aware of what they achieved and knowing what they can do better to keep improving overtime. However, some missionaries disagree with the idea because they see it as extreme micromanaging, although I see it as something to help missionaries see their progress, so their goals and improvement plans can be measurable. After combining our thoughts and ideas, we are then able to agree on a plan that suits best with the situation to meet the objective of helping other missionaries to overcome their struggles.

**Tell me about what you taught someone? And what did they learn, that they didn't know before? (20pts)**

- A friend of mine used to think that conflicts are like something negative and the main source of misunderstandings. However, I do not fully agree with his point. I told him to recall back the times when he had group discussions which never had conflicts. He then said he never was involved in a group discussion where conflicts weren't present. I asked him again to reflect on the outcome of the group discussion. He then realised that conflicts had played the role of recognising problems that he did not see, but other team members saw. In this way, him and his teammates were able to be more unified to focus on coming up with solutions to their problems. By having the issues resolved, the quality of the project is protected and preserved to produce the best outcome possible. This has also helped to avoid potential problems that can affect the team performance and even the outcome of a project.