**PSYC 1205**

**EMOTIONAL INTELLIGENCE**

**WEEK 5**

**WRITTEN ASSIGNMENT UNIT 5**

**SCARF AND NVC TOOLS ON LEADERSHIP**

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As an ESFP I believe that I am a person that looks at facts and actual data to perform any academic or work-related project while I also pay attention to detail when dealing with work or academic related tasks. Furthermore, as a Perceiving type I am curious, open-minded and adapt easily to change which I believe are all important traits of becoming a successful leader. Moreover, Butt (n.d) suggests that ESFPs are successful in deducing patterns and seeing connections thorough examination of the facts which I believe is also a very important characteristic of a successful leader.

Apart from my MBTI role I believe that the SCARF tool has given me a lot of insight on how I will carry myself in a work-related environment in order to become a successful leader. According to Rock (2008) the SCARF tool is based on five main domains which are Status, Certainty, Autonomy, Relatedness and Fairness. Specifically, when it comes to autonomy I believe that the SCARF tool has made me realize that often enough I use the dimension of autonomy both as a way to have more control over my workload but also as a means of facilitating better relationships with other coworkers.

I often take initiatives in making my coworkers or the teams I work in order to feel that they have more control on issues relating to their daily life in the work environment. For example, I ask my coworkers to use their desks in a way that makes them feel good (in terms of what objects they can put on their offices) but more importantly I often motivate them to be as authentic and real as they can be by taking initiatives without the need to double check the details of their work with me when they feel they are ideal for a specific project.

In fact, this use of autonomy is a strategy that I also use myself when it comes to work projects that I believe I have an excellent insight in. In general, I tend to be very autonomous in the work place without appearing arrogant which I believe makes for a very healthy attitude and highlights the leadership skills I have in a very confident manner (which I believe also has to do with my MBTI type and more particularly with my extroversion).

Furthermore, when it comes to the Non-Violent Communication tool as described by SNEHA (2011) I believe that the use of feelings and the skills described in the training manual on how to respond to a ‘‘No’’ are excellent resources on how to become a successful leader. The right use of feelings in situations when for example anger arises is critical on avoiding tensions and by not using phrases that put the blame on other when I express my frustration is very important in showing that I can be successful leader.

Likewise, responding to a denial in the workplace is critical in order not cause problems within a team or with a specific coworker. The NVC techniques towards responding to a ‘‘No’’ I believe are an excellent resource that will help me become a great leader. More specifically the need to engage empathetically with a coworker who says ‘‘No’’ and the need to understand their feelings are excellent ways of showing that you have the leadership skills required in a competitive work environment by helping resolve any tension that might arise from a denial.

In conclusion, I believe that both the SCARF tool and the NVC techniques are extremely important resources that have given me very valuable knowledge on how to refine and increase my leadership skills.

**References**

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