Workplace Behavior and Leadership Reflection

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Workplace Behaviour and Leadership Assessment

Required Elements	Responses
PART 1: Individual **Individual Work Ethic and Employee Identity** What type of employee are you?	I view myself as an individual who has a strong work ethic. I currently work as a coordinator at a Heart Transplant Centre, and I always put my patients first. Since the day I joined the centre, I have been dedicated to my job and my work ethic with the principle that no matter what the person's station is, I will always call out unethical behaviour at work. I am huge on patient advocacy, which has earned me immense respect in the eyes of administrators as well as patients, which brings me peace and helps me to assist my patients to the best of my abilities. I believe this creates a safer and more interactive environment for the patients as they always feel safe communicating with me about their health concerns freely without any hesitation.
What motivates you in a work setting (e.g., training, empowerment, etc.)?	The thing which motivates me the most at the Heart Transplant Centre is my leader, who has a strong work ethic and is dedicated and accountable. I get motivated by seeing him at work as he always maintains strong and transparent communication with colleagues, subordinates, patients, and their families while being available for work-related queries for anyone at any time. Concerning work ethics, he has set a standard at the centre to unify the team at the facility to meet individual as well as organizational goals.

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What impact do you, as an employee, have on the overall organization?	As an employee with a strong work ethic, my commitment to the responsibilities and tasks contributes positively to the centre's overall performance, creating a trustful and transparent work environment. The colleagues at the facility feel trusted and empowered as they often contribute problem-solving approaches and fresh ideas to foster new patients' trust and retain old patients through effective services. By consistently demonstrating work reliability to my seniors and colleagues, I have reduced turnover at the facility and contributed to a stable workforce.
PART 1: Group ## Leadership Style and Employee Motivation What type of leader do you have?	I have a leader with a strong work ethic. Indeed, he is the one who motivates me at work to be an active contributor to the facility. I believe that leaders who lead by example and demonstrate dedication can inspire their teams to achieve remarkable results.
What impact does your team (department) have on the overall organization?	The team at our Heart Transplant Center plays a crucial role in organizational success. The members of the team divide complex tasks and projects into manageable tasks for each team member, and we collectively take part in every organizational project. Our leader has advised us that the strategy of performing manageable tasks within the team is more effective for organizational functioning than having a department manage them on its own.
PART 1: Organization ## Performance Expectations at the Heart Transplant Centre What are the performance expectations for employees (i.e., high sales, quality of care, etc.)?	The performance expectations for the employees at the centre include managing organizational tasks, assisting physicians and surgeons, fostering effective communication, and maintaining good employee-owner as well as health worker-patient relationships. The major expectation that they are expected to meet and fulfil is providing quality care to the patients. ## Reflection on Organisational Behaviour

PART 2:
Write a 350- to 525-word reflection addressing the following questions:

· What did you learn about effective organizational behaviour?
· How can you impact organizational behaviour at your workplace?
· How can organizational behaviour lead to the success or failure of an organization?

Cite at least one source and reference it on the last page.

Learning From Effective Leadership and Communication

The textbook reference is already included on the reference page. If you don't use it, please delete it.

Working at the Heart Transplant Center under the supervision of the market's best surgeons, physicians, and a dedicated leader, I have learned effective communication skills and about organizational behaviour. Enhancing effective communication among teams and with patients through the necessary action steps has improved the performance and satisfaction of employees. Creating a workspace where employees feel valued and heard is included in the organizational policy, and a strong work ethic is appreciated to create a more relaxed atmosphere. I have learned that effective organizational behaviour allows for a positive and interactive environment for the employees where all employees can partake in sharing their concerns and judgements about organizational policies and standards in order to create a positive work environment (Borkowski & Meese, 2021).

Personal Influence on Workplace Behaviour

After learning effective communication skills and work ethics while working at the centre, I can impact organizational behaviour in many ways, including leading by example as my leader does. I will always be sure to appreciate employee performance and encourage them to carry organizational and work-related values with them, which will create a positive workspace. I will impact organizational behaviour through a reward system for my subordinates, as employees often get motivated when they are rewarded for their work. This not only helps employees thrive in their workforce but also creates a social opportunity for employees. I understand that fostering reward systems and showing employee appreciation at the Heart Transplant facility will be a great way to get teams and individuals motivated at work.

Organisational Behaviour and Institutional Success

Organizational behaviour leads to the failure or success of an organization depending on the demotivation or dedication of the employees within a workforce. If organizational behaviour is not taken seriously, workers often become demotivated and cannot perform their tasks and responsibilities to the best of their potential and abilities. However, if the organization sets policies and standards for organizational behaviour and work ethics, employees feel involved and work to meet the objectives of the organization. For this to be achieved, managers can take the necessary steps to engage employees within diverse teams at work so that employees can team up and thrive professionally in the organization while performing better. Contrary to that, if they do not feel valued and appreciated, they will not feel involved and not perform well.

References

Borkowski, N. & Meese, K. (2021). *Organizational behaviour in health care* (4th ed.). Jones & Bartlett Learning.