

Written Communication Leadership Philosophy Statement Rubric

MHA 5020 SLO #1` Assessment Measure #1

| | 5 | 4 | 3 | 2 | 1 |
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Student #1 Statement:

My leadership philosophy is that I will never expect others to do something that I will not do. I will advocate for those who cannot advocate for themselves and be a support for my team so that we all succeed.

Narrative:

My leadership idea is that I will treat everyone with respect as I expect to be respected and recognize that leadership is about the emotional aspect of connecting with people. There can be no team if there is no respect or support. In that way, I feel that all aspects of interpersonal import are met.

Rated as a 3/5

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Student #2

Statement:

The goal is to become 1% better than what you were yesterday. Through perseverance, consistency, learning, and humility, it can be achieved.

Narrative:

When everything is running smoothly in life, it can be really easy to forget about our values. Then what happens when something goes wrong or you make a mistake that has consequences. You learn from it by taking ownership and stick to the values that will course correct you by consistently persevering to become better. People make mistakes all of the time, but it is what we do through adversity that makes us who we are. As of right now, I plan to be a director within the health care sector. I am going to face many challenges along the way as one that I am going to fail simply put. Those are the situations that I believe that I can learn from the most. I believe that learning is a life-long process and that it takes effort to commit to it.

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Student #3:

Statement:

I believe it is my role as a leader to inspire. To inspire others to push boundaries in hope of a better present and future. To inspire others to care like family, to teach and develop, and communicate.

As a leader, I will be courageous in the face of adversity.

As a leader, I will teach independence.

As a leader, I will be dependable and approachable.

But most of all, I will be the example of my expectations.

Narrative:

As a future administrator, the values I have described above are things I predict will have an effect on the way I communicate with my constituents and influence how I will approach problems. I want to inspire others to pave the way to a better future, even if it means going against the norm or taking a risk. Being courageous ties into that thought as well. Additionally, I really value independence. I want to also be able to foster a working environment where my constituents can be independent if they wish. I have had many managers in my time who were not dependable or approachable. I felt like I couldn't do an appropriate quality of work in that situation, so I pledge to not be that way. Finally, I would never ask someone to do something I would not be willing to do myself.

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Student #4

Statement:

I believe that leadership comes from the heart. Being able to inspire others is a great thing and to hold each other accountable.

Narrative:

I believe that I can use this in my future by being compassionate with all of my coworkers and hearing what they have to say. Lastly, to be able to inspire each other as equals.

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Student #5:

Leadership is evolving, and an ongoing process shaped by fundamentals, practices, and goals. I will be an asset to a team of those with a passion to service and growth. I will be an inspiring tool who supports and guides. I will aim to be a listener to concerns and encourage my team to collaborate effectively so we all can grow. My loyalty, eagerness, accountability, and determination will ensure all expectations are met, even exceeded. Together, we all lead to meet our goals individually and professionally.

Narrative

This will apply to my role as a future healthcare administrator by reflecting my true self. A healthcare administrator should be one is genuine and passionate in helping to solve problems and enhance organizations. I believe before being a great leader, you should exhibit the same qualities in everyday life in personal relationships. When I become a healthcare administrator, I will communicate effectively with my team by constructing monthly group and team meetings to hear their views and opinions. I believe in the idea of delegating tasks, so everyone can have the opportunity to challenge themselves and experience growth in different aspects. It is my responsibility to treat everyone with respect, act fairly, ensure work is done in a timely manner, and set examples that my team members can look up. I will be a leader who is resilient, courageous, outgoing, and willing to perform any task necessary.

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Student #6:

Statement: My personal philosophy would be to inspire and encourage others as a leader. Building a positive work environment enables people to thrive and use their skills to their fullest ability. Through my support of, I will foster healthy relationships and create new ideas.

Narrative: As a leader, you motivate and inspire others to achieve their full potential. Leading requires being considerate of others' feelings and utilizing everyone's passion effectively. It is important to me to value the opinions of others, to respect their beliefs, and to listen to their concerns in an open and honest manner. My goal is to lead with heart and cultivate an environment that fosters positive growth through the use of my leadership platform. In the end, leadership comes down to being a strong leader who others can rely on. I will apply this in my future role by listening to, involving, and accommodating reasonable requests for change in order to increase productivity of the people I am responsible for.

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Student #7:

Statement: Leadership is about self-reflection, self-discipline, and honesty. It starts from within. In believe once we learn that failure is not a set back but a steppingstone, and weakness is not the end, but the beginning then we will be deemed a leader.

Narrative

My leadership philosophy will apply to my future as a healthcare administrator in many ways. For starters, when I receive my first position there will be a lot of things that I learn along the way. I may make mistakes and there may even be staff who do not care for how I do my job. Instead of becoming angry, I will ask myself what I am doing wrong and accept their feedback. Their feedback may be that they see me weak in some areas of my job. Remembering that weakness is not the end, but the beginning will help me flourish as an administrator. I have witnessed many healthcare administrators who think because they hold that position that they are always right. I will not be that person. I will self reflect and be honest with myself as well as my staff.

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Student 8:

Statement: My leadership philosophy is to be flexible and able to adapt to change. Leadership is to make the best result regardless of the circumstance. I will lead with honesty, integrity, and respect. I will communicate effectively with my team and encourage a safe diverse environment.

Narrative: This was my original philosophy from the weekend retreat. Some revisions and adjustments I would make to this statement is how it is important to ensure that workers and clients feel appreciated and are receiving high quality care. It is important to understand how a client feels but as well as the worker. When an employee feels supported and empowered this can lead to an increase in quality care.

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Student #9:

Statement: I will lead with fairness, kindness, diligence, encouragement, and honesty. I will give my best effort to maintain quality work and connections. I will ensure that everyone is given equal opportunities for growth and promotions. I will lead by example to help inspire others and be their greatest advocate. I will show that I am authentic and competent in my words, my actions, and my relationships.

“The leader is one who, out of the clutter, brings simplicity...out of discord, harmony...and out of difficulty, opportunity.”
-Albert Einstein

Narrative: My personal leadership philosophy statement will apply to my role as a future healthcare administrator because it will help me to have a clear understanding of what I expect of myself, and it will be a guide to remind myself of the standard I need to hold myself to. I feel that I will also build on it or revise it as I grow as a leader because leadership is an evolutionary role to have.

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Student #10

Statement: I believe my philosophy coincides with transformational leadership. I think that healthcare is constantly changing as society progresses, which is identified as having a transformational leadership personal philosophy that motivates the team and sets reasonable goals for the continually evolving challenges of healthcare.

Narrative:

My philosophy is geared toward providing inspiration and passion for constantly improving team performance. I also believe my philosophy incorporates a level of strategy, which includes identifying personal traits and skills within the team and implementing specific duties. My integrity, fair-minded, and perseverance provide continued guidance to those apart of the group.

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Student #11

Statement: I believe leadership is a responsibility to those in our charge. Mother Teresa said, “Be kind and merciful. Let no one ever come to you without coming away better and happier”. I believe leaders must meet people where they are in their life’s journey. I believe leaders have an opportunity to help steward and guide people to develop their own personal why and purpose to serve. By investing in those you are responsible for first you invest in the future for all.

Narrative:

I plan to apply this philosophy as I grow in my role as a healthcare leader. I believe strongly in retaining the hard working, kind associates we currently have and continue to grow a healthy culture of kindness and teamwork. By ensuring the basic needs are met for each associate we can better ask for a buy in to new ideas for change as we grow.

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Student #12:

Statement: My approach to leadership comes from a foundational belief that ALL people bring value, richness, and an opportunity to learn to the table.

I believe my leadership journey is evolving; I'm not as good as I want to be, but I'm better than I was.

I strive to empower—not only myself, but others who choose to follow.

I believe in helping people find their voice and then teach them how to use it.

Leading is a challenge to never settle. There is always room to grow, ways to improve, and new ideas to discover.

Transformative leadership begins with humility and a passion for service.

Narrative: Once we returned from our retreat, I wrote my leadership philosophy on a piece of paper and taped it to my computer monitor. Many of

the keywords in my statements apply directly to my work in hospice. I believe that in serving my frontline staff, I am ultimately serving our

patients. If our caregivers are inspired and focused on helping our patients, they will empower our patients to do the necessary end-of-life business

and ultimately have a good death.

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Student #13:

Statement & narrative together:

Honesty or being Honest, is the bedrock of every organization, to an individual, it is the foundation for success.

- **Consistency**
- **Forwarding looking and**
- **Determination.**

Being consistent with basic issues that affect them, not an unstable human being, who can give up directions when the chips are down or in the middle of pursuit of an idea. Forward looking, this quality is at the top gear in the character of a true leader. Seeing things beyond ordinary imagination. Determination is what makes leaders different from ordinary people. Leaders have the spirit of resilience.

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Student #14:

Statement: I believe my leadership starts with courage. Being a courageous leader means you are able to have the hard conversations, hold your peers accountable, stand up for what you believe in, and take action to apply your beliefs to the team you lead. Consistent communication, is a value I hold close personally in my relationships inside the workplace and outside. I believe, “clear is kind,” which means communicating clearly without reservations of hurting the feelings of who you are talking to. This also displays courage to state that what is said should not be taken personally and deliver the communication with confidence and poise. I believe in compassion and composure. These two characteristics allow me, as a leader, to be approachable for my team. I try my best to make others around me feel comfortable to bring their concerns and critiques to me because I know that is the only way to continue to grow as a leader and person. I rely heavily on my faith and spirituality in all aspects of my life. Those values trickle over into my leadership philosophy because I deem faith to be the most important. I believe in order to be the best there has to be an “all in” mindset from every person on the team. Commitment is important for success, if one apple is bad, it is most likely the rest of the apples will suffer. As a leader, communicating the goal clearly is important to gain commitment from everyone involved. These values have allowed me to be a successful leader in the past, and as I experience more I expect some of those values to change or continue to add more.

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Student #15:

My leadership is striving to be a steward, to be of service to others. Accepting and empowering others to foster a collaborative effort of learning and growth and paying that forward to others. To make ripple effects, one must first start it so be the example you want to see ripple and grow.

Narrative:

In a situation where no one wants to step up and do what is necessary or what needs to be done in order to keep the wheels moving, anarchy and chaos spreads like wildfire. Someone has to have the courage and determination to step up and do the job. This is where I am finding myself now. Of course this creates a lot of chaos and negativity because people don't like to be reined in, restricted, or held accountable when they weren't before. But, in order to make the change, we must become the change. Lead by example and do what the new expectations are and show how it can be done. Encourage others to follow, show how this can be an improvement and slowly gain their trust instead of barking orders. And most importantly, have patience throughout the process. Change is hard, have patience with others who may be struggling and with yourself to stay the course with grace and dignity.

Report:

At least a $3/5 = 14/15$

$2/5 = 1$

93.34% = met