

Journal 1- My Personal Leadership Philosophy

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My personal leadership style is something that has grown and changed over the years. Throughout my work career and extracurriculars, I have been able to experiment what works well for me and those that I work with. Currently, I work as a manager in a restaurant, and I work with many kinds of people. I have found that the biggest leadership style that I use is coaching. I am a strong believer that to work with people, you need to help them and guide them to grow. This is also consistent with the results from the leadership quiz that I took. I think that part of the reason for this being so ingrained in me at this point is because this was the main style that my current boss, who I have worked with for four years, uses daily. She always instilled in us that the best way to build up a staff is to work closely with them and give constant feedback and positive reinforcement. I think this really helped me to see really hands on leadership that truly felt like they cared. I have had some horrible experiences with leadership, and I knew that I never wanted to be that. I believe that working with a staff to really gain a strong relationship with them is the best way to get them to respect you. It can be hard to gain respect, especially as a women leader, so it is imperative to me to show people that I do care, and I want them to succeed.

I have also always been more of a lead by example type. I am more of a quiet leader. I have always been more of a reserved and not as loud. I believe that for people to want to listen to you, you need to model the behavior that you want done. While working for a restaurant, I have really seen that people respect leaders and managers much more when they see them doing what you ask of them. That is also something that I try and emulate. When I put in the work, I expect others to follow my lead and put in the work.

One aspect of my leadership that I am still working on is my ability to be firm when I need to be. I am not that good at being assertive when I need to and sometimes, I shy too much away from any confrontation or discipline. It has always been hard for me and is something that gives me strong anxiety. I know though that is part of the job and is something that needs to be done and worked on. Sometimes I also struggle with just doing something myself and not having others do what they are supposed to do. I have improved on this a bit, but sometimes I feel like it is easier for me to just do it myself instead of constantly asking others to do it. Being a leader though is about getting others to follow through with the tasks that you assign to them so that is something I still need to work on. Overall, my leadership style is something that has evolved over time and is something that is going to continue to grow as I grow as a leader and a person.