

Three Things Draft

The first component I want to discuss that has further enhanced my understanding of those around me is “organizational adaptation occurs through experiments” (HG&L 15). This component states that an adaptive challenge can’t be organized without guiding yourself through experiences. As a leader, you can’t try and navigate through adaptive challenges without allowing yourself to experience things such as mistakes. It implies that an individual should have an “experimental mind set,” which can only allow for more observation and better intervention. I really admire this tactic because when experimenting, it allows me to make a mistake, see it physically, and then go back and redo it once more. I’ve had to apply this concept throughout life for personal growth reasons because we all can’t have our star moment of being right. Specifically, the transition of friendships from high school to college was change that felt like a loss. I experienced friendships that were strong and loyal and feared I’d never be able to find individuals such as that in college. However, I had to be adaptive my freshman year of college so that it would enable me to find friends I shared the same values and loyalties with. I was able to do this through joining a sorority and being a part of a couple different clubs. It felt very daunting at first, but the more events that all three of these components held, the more I felt engaged with my purpose in attendance. Along with this, I was able to enjoy the adaptive process more by continuously having an experimental mindset. I felt I wasn’t losing anything, but only gaining experience. It’s one of those things that became self-taught without even realizing it. I’ve had to be willing to lose certain grasps on old friendships, while gaining new friendships due to improvising through the adaptive challenge. Through having an open and experimental mindset, I’ve become more willing to seek out others because I want individuals I can feel connected to. I’m able to say that through this tactic I’ve captured friendships through each of those

clubs/events that led me to finding similarities in past friendships. Also, I think this is a great life skill to understand and acknowledge because not only is it a tool, but it can help facilitate even a greater number of tools in future relationships.

Next, the component of “different factions each want different outcomes” has to be one of the easiest pieces of advice/wisdom to remember but can be tough when it’s put into action (HG&L 52). This component explains that all individuals are rooted differently, from the biases we each believe and to how our values and loyalties have flourished within. Although, we each want a say in how a situation progresses. I’ve experienced this tactic with friends I share a common interest with. For an example, it has been as small as bargaining on what our plans should consist of or as big as figuring out which house to choose for the last two years of college. With the small-scale example, I’ve been in situations with my roommates where there’s so much chatter and complaints about why each individual doesn’t want to do something specific, due to it putting someone’s interests at stake. A diagnosis and intervention of this situation has been learned to be executed better by initiating a face-to-face group conversation. This slight change in a habit has facilitated a better outcome for each of us individuals. However, with the large-scale example, when choosing where to live for my junior year, it was a situation that needed to be handed immediately without zero work avoidance. We looked house to house and printed the names of individuals we each wanted to live with. It was one of the most stressful things to deal with in the beginning of the school year, but in order to compromise on what features of living we wanted, the heat needed to be risen. I took that very risk and stood from the balcony while doing so. I brought the rest of the individuals I was planning on living with to the balcony as well. We were then all able to see eye to eye and cancel out the personal preferences that would’ve been impossible to find. Of course there was a large amount of disagreement at first,

but we each had to pick our “battles.” Both of these examples are on different scales, but each come with the collaboration of others and skillfully managing yourself. I know how to better grasp feeling balanced, listening to others thoroughly, and making rational decisions that involves the group as a whole. I can now take the lead on situations related to these two. Frankly, through both of these situations I was able to have some input on what I needed as an individual but learn to be more accepting of the opposing factors.

In conclusion, the last component is to, “resist the leap to action” (HG&L 44). This phrase simply means that it’s worth being our own leader when it comes to a challenge that have sprung upon us, but it needs to be taken with caution so we don’t get too ahead of ourselves. In terms of myself, I’m that individual that when hit with a sudden change, I can go into a mode of fear that urges me to take a leap of action. There have been a series of times in my life where without thinking I’ve taken a leap of action, thinking it’ll do me good, yet it simply does me worse. One thing I’m aware of and that I would like to keep on my radar about this tactic, is that sometimes it’s better to stand from the balcony and let the situation either completely work itself out or allow more leeway room for me to take small steps of action. Quite a few times I’ve been hit with really disappointing and sad news about him. He’s been in and out of the hospital several times, which was something I’ve never experienced with a close family member before. I knew something needed to change because my fear and anxiety would suffocate me. To help with my sadness I took up journaling, seeking therapy, and little by little confiding in those I trusted. These few tasks helped me become less stubborn and more willing to express my emotions. I’ve come so far that now, I let it sit with me, process it, and then decide how I can progress without it becoming more of a disadvantage. Whether it’s a situation with my dad or another person, I now have the tools to keep mastering this tactic. By using this tactic, I’ve been given the brighter side

of difficult situations. This concept has urged me to be proactive and have faith in myself that I can do it. It's made me a better leader for myself. I believe that in order to gain more information about this concept, more experience will have to come my way. I can definitely stand from the balcony and draw conclusions of past aspects that haven't helped me succeed through difficult news. I believe walking back down to the dance floor can also do me no harm but ensure I'm urging myself to be my own leader through situations as this.