My Personal Management Philosophy and Style

PRT 3207: Management in Parks, Recreation, and Tourism

Brandon Gustafson
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Ever since I started my working life at the age of fourteen I have been interested in and paying close attention to my managers and their personal management styles, and as a result I have learned what the best style of management is for me personally and as a further result of that realization I found what I would deem my own personal management philosophy and style. Participating in this management class and learning so many new things about management styles has also helped me to shape my own personal philosophy and style. After doing some studying and thinking about my personal preference I came up with what I would consider my management style; that style would be an affiliator-collaborator. I would consider myself an affiliator because I like people to be happy and I like to have a good and friendly atmosphere when I work, as well as being more of a brotherly type figure than a parental type figure. Likewise, I would consider myself a collaborator because I am a very goal oriented person, and as a manager I would set a lot of goals. Being able to know and understand my own management style will be a great advantage to me as I go into my career field, and it will also help me be able to explain myself better to potential employers. Not only does my management philosophy and style help describe me as a worker and future manager but it also shows who I am as a person; it represents me in every facet of my life.

As I looked at how my management philosophy and style was shaped into what it is, I realized just how big of a role my personality played in its shaping. I have always been a friendly person who likes to work, and works well with others; and I have always been a very goal oriented person. These qualities were even more defined when I took the Myers-Briggs assessment this semester. The Myers-Briggs form is a personality assessment that involves a series of questions to simple everyday situations, your responses to those questions are then recoded and you receive a letter grade for four different categories. My results came back as me
being an ISFJ, which stands for: introversion, sensing, feeling, and judging. A person with this kind of response is described as being, “Quite, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home” (Myers-Briggs Type Indicator). I thought that this assessment was a very accurate portrayal of myself and described my personality and who I am very well. Without a doubt, my type of personality has helped to shape my management philosophy and style; it makes me who I am both as a person and as a future manager.

My personality is not the only thing that has helped to shape my management philosophy and style, my life experiences and background have also had a huge impact in their shaping. Although I have never been in a management position in a job setting, I have held various types of “management” positions, or leadership positions; in my family, at school, and in my religious activities. In my family I am the oldest of three children and one of the oldest grandkids on both sides of my families and I have always been looked to as an example and a caretaker; I feel that a good manager needs to show that they are a good worker and lead by example through their hard work. As a student I have worked on many different projects and while working on those projects I have taken a role of leadership many times. As a result I have assigned people in my groups with responsibilities. It is during those times of “management” that I have learned that being a “power director”, although I am not very fond of this managing style, is often a necessary part of managing. While I feel that family and school are both great opportunities to build leadership and managerial qualities I also feel that religious opportunities are a great time to build those skills as well. I have had many great opportunities to serve in leadership capacities.
in my religion and I value those experiences as they have helped me know how to deal with all types of groups of people in many different settings; those experiences were key in the development of my management philosophy and style.

Not only have I had my share of experiences of “management” opportunities, but I have also worked for many different managers, and from them I have learned how I, personally, would like to be managed. When I first started working at the age of fourteen, my manager, John, who was a very easy going manager, showed me the ropes before I had to do something in the job. After the demonstration he assumed I was doing it right from that point on; he never double checked my work and he never gave me any feedback. John was an “avoider” type of manager, he didn’t like contact with employees and he didn’t seem to worried about production either; this managerial style was good for me at the time but looking back on the situation I didn’t grow from the experience hardly at all.

Another manager I had, named Sue, who was also very easy going, cared a lot about the people that she worked with. In fact she cared about us more than the output that we had at our job, she was always making sure we had what we wanted or needed. Sue’s management style was definitely an “afiliator”. I found that this type of managerial style was very helpful to me, it made me feel comfortable in my job and as a result I worked better. Having an “afiliator” type manager really helped in the development of my personal management style.

My current manager, Mike, is very different from both John and Sue. Mike is so focused on the output that we must accomplish as employees that he sometimes forgets to show or explain to us how to do things. After forgetting to show us how to do something, he will get mad at us for not getting the task accomplished the right way or in a timely manner; I would have to say he is definitely the hardest manager I have ever had to work for. His management
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style is that of a “power director”. Having had so many different types of managers I have come to know what I like the most, and as a result, in the future I would try to be that type of manager. All of the managers that I have had have largely impacted the development of my own personal management philosophy and style.

I truly believe that my personal experiences and viewpoints have really helped shape my management style but there are also some other key principles that have helped to create my management philosophy. What I would consider an extremely important principle, that is key to managing, is communication. There are many different types of communication; there is face to face communication, electronic verbal communication, and written communication. All of these types of communication can help a manager and all are very important, but I would have to say that, to me, face to face communication is the most important. I have a good example of how bad face to face communication can have a negative effect; this actually happened to me just a couple of weeks ago at my work. My manager, Mike, had told me to go and pick up some stuff from a job that I had dropped off the week before so that I could take it to another job. That week had been a long one and I couldn’t remember everything that I was supposed to be picking up, so I asked him to clarify for me what I was picking up, and instead of reminding me of the things I needed to get, he told me to just “rack my brain”. Needless to say I was not too happy with his reaction and I forgot a couple of the things I was supposed to drop off, not on purpose. The moral of the story is that his ineffective communication with me resulted in us having to make an extra trip and lose some time; if he would have properly communicated with me in the first place, instead of telling me to just “rack my brain”, we easily could have avoided the situation. I believe that good communication is an extremely important part of being a manager.
Being able to communicate well is not the only important principle of managing, good decision making is also extremely important when it comes to managing. To me making good decisions as a manager is one of the most important things you can do. Being efficient and fast at making those decisions can mean so much to an organization. A great example of this would be a doctor having someone come into emergency surgery; they have to make the right decision, quickly and efficiently in order to save somebody’s life. Having good decision making skills, it could be said, is a vital part of managing.

Another principle that goes hand-in-hand with good communication skills would have to be the principle of motivation. Motivation can go both ways, as a manager you must have good self-motivation as well as the ability to motivate others. Being able to be self-motivated as a manager is key, nobody is watching you directly on a day-to-day basis and you have to be able to set goals for yourself and get them done. Now, I would argue that being able to motivate others to get things done is the most important part of being a manager. If you can’t get people, that you are in charge of, excited to do their work they are not going to be very effective. I have a personal experience with this principle of motivation. When Sue was my manager she would always make us feel comfortable and we all liked working for her. Sue was great at picking us up when we were down and not in the mood to work, she would call us in to her office and give us a little pep talk and before we knew it we were out working hard and effectively. She was truly an excellent motivator and as a result a great manager.

Motivating is a principle that cannot be talked about without the mentioning of the effect and influence it has on others. Having a positive influence on others is also a great principle of management; if a manager can have a positive influence on his or her employees they will be much more productive and the work place will be a much better place as a result. A manager
my influence on those who work for them; it is just up to them whether or not they will be a positive one or a negative one.

Another great managing principle has to do with group work or teamwork. When Sue was my manager she showed us a great example of teamwork and its importance. In this job we did a lot of stocking items as well as picking items to ship them out to those who ordered the products. Sue was always sure to get us in our groups and have us working together, but what had the largest impact on me was that she was almost always there working with us in one of our groups. She left a lasting impression on me for how I should treat my employees in a group-type atmosphere at work. A manager should not put themselves above other employees, they need to be on their same level and be a part of the group. The manager who works with the group is respected by the group and they create an excellent and comfortable working environment. Not only is using good teamwork an important part of managing, but when a manager is working with the employees, as a group, the manager can really set the expectations. Being clear and realistic with your expectations as a manager is also a great principle of being a manager.

Having worked with Mike who doesn’t set clear expectations very well and working with Sue who always set clear expectations every day, I have really come to realize just how important setting clear and realistic expectations really is for a manager. I would definitely say that all of these managing principles, and the experiences I have had with them throughout my working life, have really helped to shape my personal managing philosophy and style.

My management philosophy and style are a great example of who I am as a worker and future manager but it also shows who I am as a person; it truly represents me in every facet of my life. My philosophy has been formed by my personal experiences while working under some great managers who have taught me a lot. Along those same lines, my management style has
been formed through working for those managers, as well as my personality and who I am as a person. I feel that my management style of being an affiliate-collaborator fits me perfectly and defines me as a person as well as a future manager. I cannot wait until I am in a management position and can put into practice my personal management philosophy and style. I truly believe, without a doubt, that my personal management philosophy and style fits who I am in the best possible way, and that for me, it is the best way to manage.