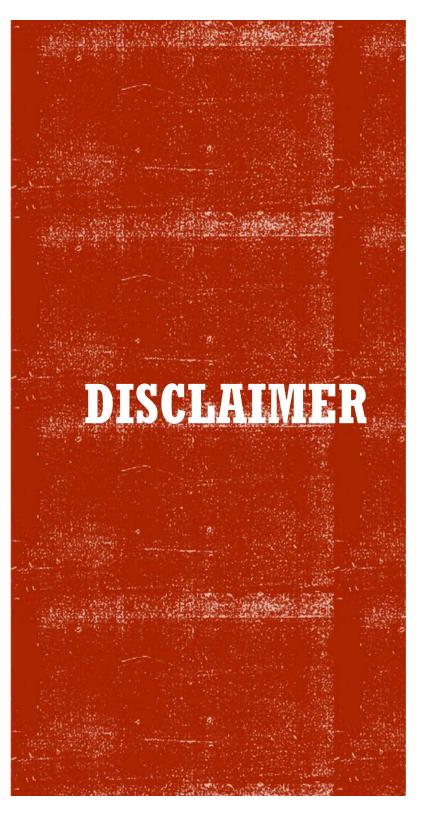# The Crossroads between Leadership and Aspects of Human Behavior Within Alternate Forms of Families

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DISCLAIMER

The expressed views and opinions within this presentation do not reflect the official policies or views of the Praise Center COGIC, COGIC Church, Department of Defense or U.S. Government.

OBJECTIVES

Identify primary findings associated with aspects of leadership and Bowen's Family System Theory

Identify important facets between the occupational environment and nuclear family system

Provide basic patterns associated with dysfunctional family patterns and occupational dysfunction

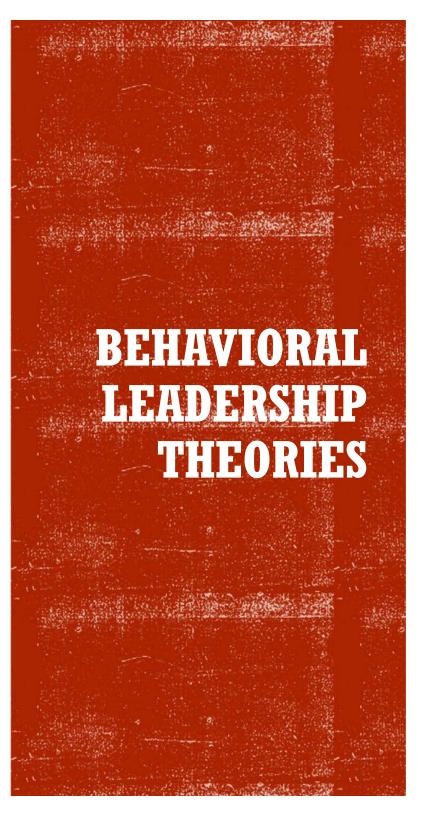Identify influences between personality characteristics and impact on the (Alternate Family system)

Importance of Social Capital

Participants will assess their leadership approach and or individual behavior as it relates to their school, occupational, organizational family.
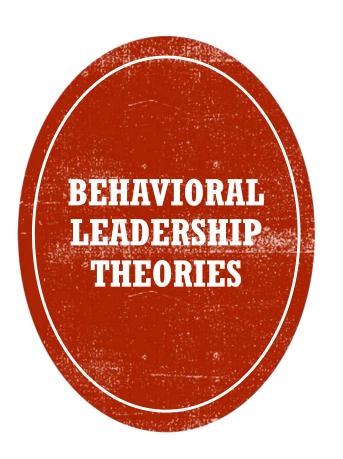
BEHAVIORAL LEADERSHIP THEORIES

- Michigan Leadership Study
  - Job-centered Leadership
  - Employee-centered Leadership
- Leadership Traits
  - Task-oriented behavior
  - Relationship-oriented behavior
  - Participative leadership

MICHIGAN LEADERSHIP STUDY

Michigan Studies

Leadership Behavior Continuum

Increased Leader Control ←

| Close Supervision | Job-Centered | General | Employee-Oriented | Laissez-Faire |

Increased Employee Involvement →

@iEduNote

BEHAVIORAL LEADERSHIP THEORIES

- Ohio State Leadership Study
  - Leader Behavior Description Questionnaire (LDBQ)
  - Supervisor Behavior Description Questionnaire (SBDQ).
  - Two Primary Behaviors Identified
  - Initiating Structure
  - Consideration Behavior

OHIO STATE LEADERSHIP STUDY

	(High)
High consideration and low structure	High structure and high consideration
Low consideration and low structure	High structure and low consideration

Low .... Consideration .... (High)

(Low) .... Initiating Structure .... (High)

DIMENTIONS OF LEADER BEHAVIOR

**Log in to http://edu-article.blogspot.com

BIG FIVE PERSONALITY TRAITS

Openness: Imagination and insight, and those high in this trait also tend to have a broad range of interests.

Conscientious: High levels of thoughtfulness, with good impulse control and goal-directed behaviors.

Extraversion: Excitability, sociability, talkativeness, assertiveness, and emotional expressiveness

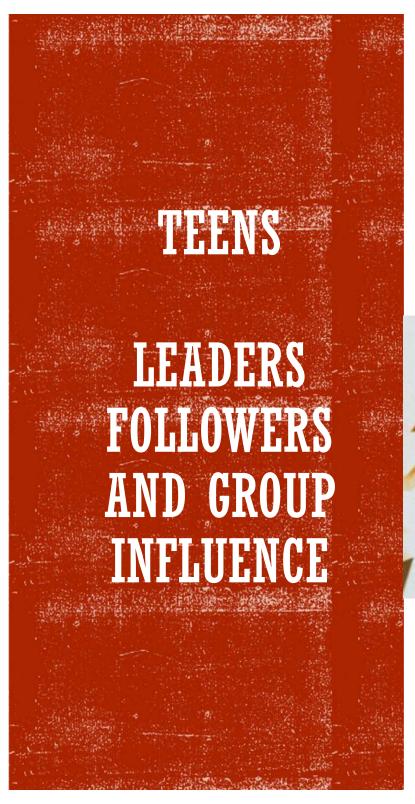**Agreeableness**: Trust, altruism, kindness, affection and other pro-social behaviors

Neuroticism: Sadness, moodiness, and emotional instability

FAMILY DEFINITION

- Families are groups in which people come together to form a strong primary group connection and maintain emotional ties to one another over a long period of time.

TEENS

LEADERS FOLLOWERS AND GROUP INFLUENCE

- Social emotional development
- Brain development
- Neuro imaging
- Response to social hostility

PARENTS VS TEENAGE PEERS
WHO HAS MORE INFLUENCE?

- Jocks
- Surfers
- Skaters
- Nerds
- Goth
- Gangs

FATHERLESS HOMES

TEMPERAMENT AND GOODNESS OF FIT

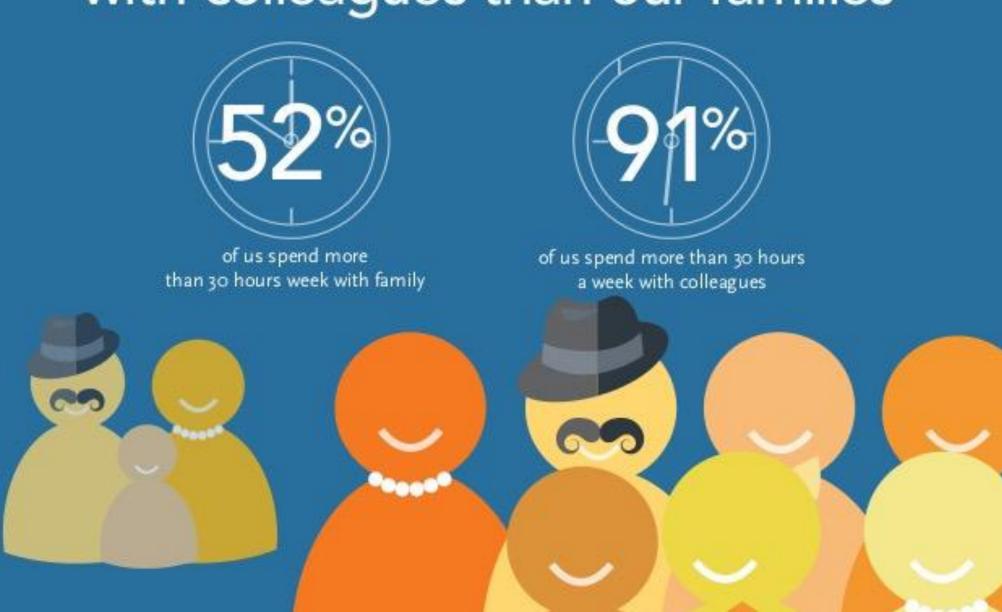Temperament
– Easy
– Difficult
– Slow to warm

Response
– Adaptable
– Intense
▪ Leader or Parent Response

SCHOOL, CHURCH, ORGANIZATIONAL-FAMILY

- Amount of time full time employees spend at work

- Armchair or actual therapist

- Lunch, potlucks

- Discuss future, hopes and dreams

- Coffee Buddies

- Buy Gifts during the season

- Church, School and Work Gossip

- Work Spouse

Today, most of us spend more time with colleagues than our families

52%

of us spend more than 30 hours week with family

91%

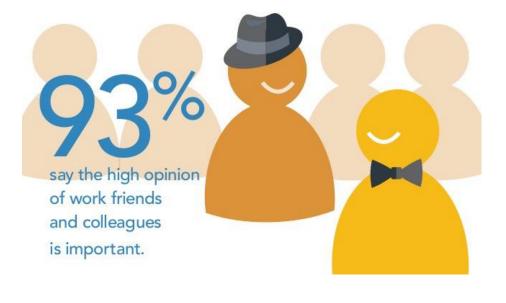of us spend more than 30 hours a week with colleagues

"*We are a family in our office.*
We share the good and the bad,
and sometimes things that we can't
share at home are shared here."

Fall 2014 Workforce Mood Tracker survey respondent

We value their respect.

93%

say the high opinion
of work friends
and colleagues
is important.

And work friendships make our lives better:

89%
of employees say work relationships matter to their quality of overall life

Employees with friends are less likely to jump ship

Would you take a new job if offered to you?

25+ Friends YES 21% NO 79%

6-25 Friends YES 30% NO 70%

1-5 Friends YES 38% NO 62%

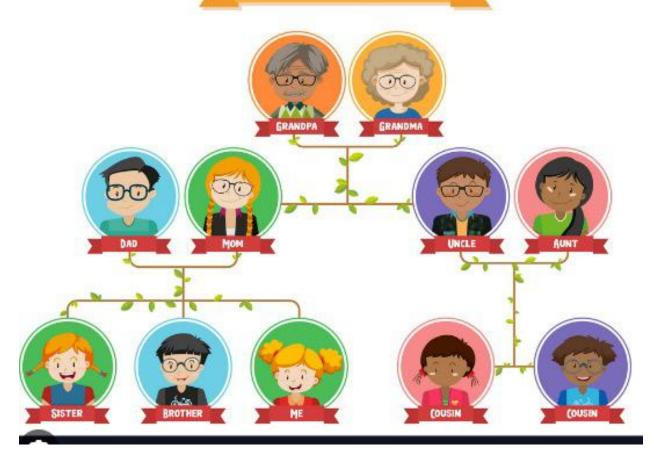**No Friends** YES 42% NO 58%

BOWEN

- Bowen family systems theory is a theory based human behavior. In a family system each individual is a part of the whole. The system directly impacts the individual.
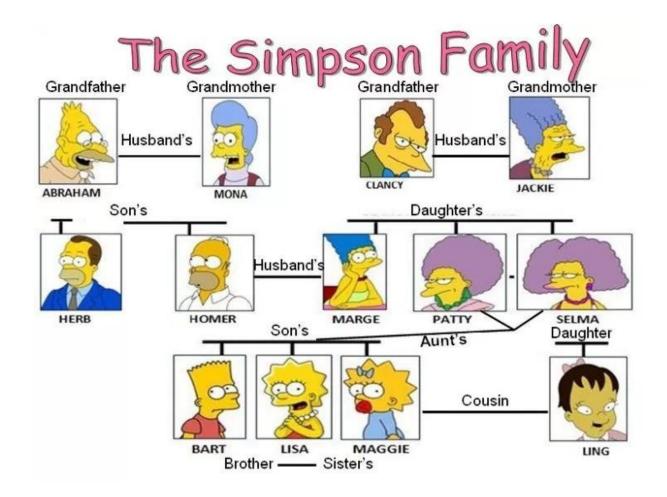
FAMILY TREE

GRANDPA — GRANDMA

DAD — MOM — UNCLE — AUNT

SISTER — BROTHER — ME — COUSIN — COUSIN

GENOGRAM

The Simpson Family

Grandfather — Grandmother — Grandfather — Grandmother
ABRAHAM — Husband's — MONA — CLANCY — Husband's — JACKIE

Son's — Daughter's

HERB — HOMER — Husband's — MARGE — PATTY — SELMA

Son's — Aunt's — Daughter

BART — LISA — MAGGIE — Cousin — LING

Brother —— Sister's

SOME FAMILIES ARE DYSFUNCTIONAL

Dependent upon work

Attempt to remedy unresolved personal issues

Can result in enmeshed boundaries

Organization has a mission

Best managed companies don't last forever

ENVIRONMENT IMPACTS FUNCTION

CHURCH SCANDALS

SYSTEM APPROACH

- Differentiation of Self
- Triangles
- Nuclear Family Emotional System
- Family Projection Process
- Multi-Generational Transmission Process
- Emotional Cutoff
- Position in the system*
- Societal Emotional Process

DIFFERENTIATION OF SELF

- Social groups effect others within the group

- Group Think

- Conformity

- Acceptance and approval

- Behavior exhibited undifferentiated

- Great pretender

- Differentiated
  - Takes Criticism
  - Rejection, opposition
  - Rational Decisions
  - Say=Does
  - Best Interest of group

ALTERNATIVE FAMILY FUNCTIONING

- Reciprocal Interaction
- Tension (Positive and Negative)
- Disease
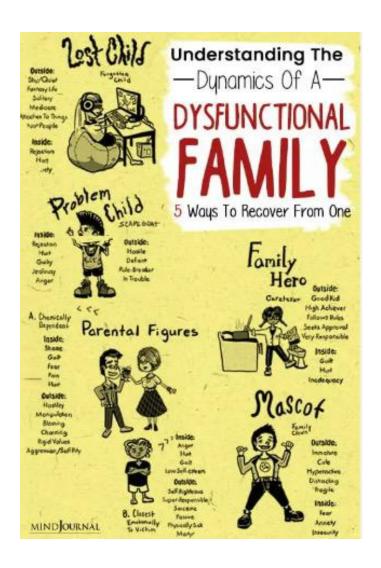- Relationship between Individuals, Leaders, Mission
- Family Triangles

Chris Evans @
@ChrisEvans

When you're not invited to the lunch the message is clear....

If you're into funny memes,

Understanding The —Dynamics Of A— DYSFUNCTIONAL FAMILY — 5 Ways To Recover From One

Dysfunction within the environment

Conflict between leader and individuals

Yielding instead of resolving the problems

Anxiety fuels dysfunction

Impaired system

ALTERNATE FAMILY PROJECTION

- Relationship sensitivity
- Blame
- Happiness
- Behavior
- Cycle as a result of projection
  - Something is wrong
  - Confirmed by response
  - Treated as if something is wrong
  - Reciprocal dependence

MULTI-GENERATIONAL FAMILY IMPACT

- Leaders want to be different or the same as previous leaders

- Hiring Process

- Relationships at several levels
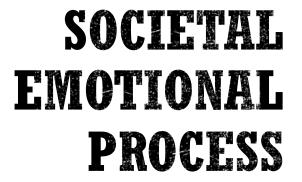
- Attitude reflects leadership

ALTERNATE FAMILY EMOTIONAL CUTOFF

- Distance between individuals
- Isolation
- Reaction to withdrawal
- Dysfunction for the sake of the group
- Avoidance of internalizing
- Impact other relationships

THE OTHER SHOES TO DROP...

SOCIETAL EMOTIONAL PROCESS

- Emotional system in alternate family/occupation can impact behavior on a societal level

- For much of its history, the U.S. military has been a testing ground for groups seeking inclusion in the mainstream of American society

- Military racial desegregation

- Women permanent in military

- Housing Market Crash

(Wall Street Reform)

- Me Too

Social Capital

Social Sensitivity
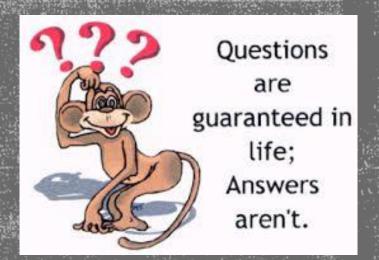
Empathy

Mortar and Bricks

Importance of Time

Listening

KEYS TO A
SUCCESSFUL
ORGANIZATION

SUPER CHICKENS

INTROSPECTION

YOU DON'T
BUILD A BUSINESS
- YOU BUILD PEOPLE -
AND THEN PEOPLE
BUILD THE BUSINESS.
-ZIG ZIGLAR
ZIGLAR.COM

"Most of the time when we say we're incapable of finding a place for understanding, empathy or seeing the essence of a person or situation in a specific moment in time, the truth is we're either unwilling to look or refuse to move to another position which will allow us to gain a different and better perspective."

QUESTIONS