Angel Lee

While in the Emerging Leaders Institute I have learned many things about myself and others. The workshops we did in class taught me how to effectively work in a group as a group member and a group leader. I have learned how to effectively and proficiently work with people similar to me as well as different from me. ELI has taught me many things about myself that I could improve as well as many things about myself that I did not know.

The biggest thing we did in class that impacted me was the personality profile exercises. This was definitely one of my favorite classes. We took the MBTI personality test and watched some videos about the different personality types. Barb also described some traits of the different personality types to us and we did some exercises where we divided into the personality group we thought we belonged to and wrote lists as a group after given a prompt from Barb. This last exercise helped you to determine for sure which personality groups you belonged to. It also helped to illustrate how the different personalities think and act differently. Through the exercises and the tests we participated in I learned a lot about myself, why I act the way I do under certain circumstances and how to deal with other people who have different personalities than I. I also learned how to react to certain circumstances based on my personality preferences.

I also learned a lot about how to deal with conflict in the "Turning Lemons into Lemonade" workshops with Ron Hustedde. I particularly enjoyed the role playing activities we did in small groups with resolving conflicts and reaching compromise. We were divided into groups of three people each person having a different role in a particular situation. One role being a mediator type person, two roles with people having

conflicting views or opinions on the situation. WE did this exercise a few times with different situations every time and discussed the resolving process with the whole class afterwards. I enjoyed these activities so much and thought they worked so well that I actually gathered my group members roles and kept them so that I can use them for an activity in Beta Lambda Rho. This workshop in particular helped me learn how to better deal with the conflicts within my own university organizations as well as with in personal conflicts in my life.

A third workshop I really enjoyed was the appreciating diversity workshop. This really helped me to open my eyes to how people react in certain situations in response to people different from them. It also helped me realize how easy it is to forget where you came from. The activity we did for this workshop really opened my eyes to how much of an impact diversity has on our culture and it really made an impact on how I view things now. The first activity we did for this workshop was a game in which we all got five chips of different colors. Each color represented a certain number of points. We then bargained with other people to try to get more points. At the end of the first bargaining round we were divided into three groups. The first group being the people with the most points, the last group being the people with the least amount of points and the middle group being the people who had the middle amount of points. We then each got pins identifying what group we belonged to that we had to pin on our shirts. We were also given nine points within each group that we could divide up how we wanted. Some groups gave all nine of their points to one person so they could move up a group or two and some groups divided up the points between the group members giving them each an equal amount of points. We did this two more times. The second round just like the first,

but the third round the people with the highest amount of points got to make up the rules with suggestions from the other two groups. Of course the third group made rules to benefit themselves only and threw out the other two groups points. This activity showed me that it is easy to forget where you came from and how embarrassing it can be to not be part of the admired group. I believe this activity was the best activity of all the workshops. It best represented what the presenters were trying to prove. The second activity was one where we all stood on one side of the room and were asked questions. When the question applied to us we had to walk across the room and stand. Some of the questions were very difficult to admit to. This activity made me realize what kind of person I really am.

These three workshops had the most impact on me. The personality profile workshop really helped to understand myself as well as better myself and my method of working with others. Taking the MBTI and evaluating myself through the examples that Barb gave and the examples on the videos we watched I learned massive amounts of information about myself and why I react to different situations the way I do. The personality profile workshop also helped me to understand my peers and others around me. This workshop helped me to better understand how to deal with people of different personalities than I in different situations. This workshop also helped me to learn how to deal with different people's personalities, what types of things make them comfortable, how to get others to open up in group situations, and what types of situations frustrate the different types of personalities. Through learning about the different personality types as well as my own I learned how to deal with different group situations and even how to prevent or solve conflicts with in a group.

The conflict management workshop or "Turning Lemons into Lemonade" workshop helped me refine my conflict management skills. This workshop taught me how to deal with conflicts with in a group. Through the group exercises and the lecture I learned how to keep both sides of the conflict calm and cool while trying to resolve the conflict. I also learned how to stay calm myself within a conflict. This workshop taught me how to avoid conflict when it is avoidable and how to determine whether or not I should avoid a conflict or if I should stick to what I believe and want. This workshop also taught me how to effectively mediate a conflict without making it obvious which side I am on and without angering one or both sides of the conflict. The conflict management workshop helped me to become a better mediator in conflicts and a better participant in conflicts.

The appreciating diversity workshop really showed me how diverse our country and school is. This workshop taught me how easy it is to discriminate against others without even realizing that I am being discriminatory. This workshop also showed me how often people tend to not realize how discriminatory they are being. I learned through this workshop that often when people are being discriminatory they are completely unaware of the fact that they are doing it. This workshop also showed me how easy it is for a person to discriminate against another person of a class that both people used to belong to. For example; when we did the exercise in class involving the chips and points Chad started out in the lowest group and got moved up to the highest group by the good graces of his original group. By the third round when the highest group got to make the rules Chad had already forgotten that he came from the low group and was making rules fair and beneficial only to the high group as well as ridiculing the other two groups,

including the one he was formerly a member of. The exercise we did where we had to walk to the other side of the room and admit some things that were uncomfortable for us to admit really opened my eyes to how discriminatory I can actually be to people of other classes and age groups. This workshop truly opened my eyes to the truth about myself and motivated me to make changes in my life about how I think of others different from me.

This class and the workshops in it have helped me to learn how to better myself a leader. The three most important things I learned were how to deal with people of different personality types. I have already started changing how I react with different personality types by trying to be more understanding of why the person is doing what they are doing and how to reach a compromise with them. The second most important thing I learned was how to deal with conflict. I have already started implementing what I have learned with the conflicts Beta Lambda Rho often has. A third really important thing I learned was how to appreciate diversity and be more open minded when it comes to people different from myself. I have begun to do this by trying to put myself in the other person's shoes and by not judging other people before I get to know them. Emerging Leaders Institute has really taught me how to better myself, not just as a leader but as a person who interacts with other people.