



SELF-REFLECTIONS 3-5

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Self-Reflection 3: Self- Regulation

Self-Regulation is the method of avoiding the temporary cravings and choosing to behave wisely for the long-term benefits. It consists of two systems; cool and hot system. The cool system encompasses the emotionally neutral, cognitive, strategic reactions, whilst the hot system encompasses passionate, emotional and reflexive feelings. In relation to self-regulation, regulatory focus identifies goal achievement strategies which enhance the outcomes of decision making, social interaction and negotiation outcomes.

This idea engages as I want to overcome my irrational cravings. Despite being faced with overwhelming amount of assignments, I tend to deviate to movies and cleaning my room. This concept allows me to prioritise actions with long term benefits. Continuous effort in self-regulation is expected to build an individual's motivation. This concept conflicted my beliefs, as I believed that constant regulation can tire a person easily and can lead to less motivation.

“Get Things Done (GTD)” and “Pomodoro” principles are useful in avoiding the burnout that ensues constant self-regulation. Get Things Done states that the most effective way of self-refutation is to organise the tasks to be completed in order of priority and complete it in that order. Whereas, the Pomodoro principle by Francesco Cirillo, prompts the users to break larger tasks into smaller chunks and complete each chunk with breaks in between to boost productivity. I have implemented both these techniques. I have downloaded an app called “To do List”, where I have broken down my weekly tasks into daily tasks and complete them accordingly. I study in smaller chunks, while taking 5 to 10 minutes break in between each timeframe. Although, it was difficult initially to implement, they have provided ample of opportunities for me and have enabled me to study “smarter” rather than “harder”.

Self-Reflection 4: Transformational Leadership

Transforming Leadership is where the leader works to identify the change required and creates a vision within others to guide them with inspiration and motivation rather than authority and power. There are five key dimensions to transformational leadership; idealized influence attributes such as confidence, purpose and ethics, idealized influence behaviours where actions are based around values and sense of mission, inspirational motivation where it energizes followers with optimism, intellectual stimulation such that it appeals to follower's sense of logic and individualized consideration where the followers' individual needs are met and allows them to self-actualize.

Often at university, most assessments are group activities, where one takes the lead and bears all the work load while all others blindly follow. This concept made me realise that each group activity is an opportunity given to build on leadership skills. A true leader inspires others, doesn't control. This challenged my current perception of leadership, as I believed that a leader guided the group to complete that task most effectively.

Derived from this concept I have set out four steps to follow when I take the lead role. Firstly, get along with the team members to write an agreed mission statement- outcome of this project. Secondly, ask each member to verbalise their strengths and weaknesses, and use that for task allocation. Thirdly, provide constructive feedback to team members and suggest other effective ways to complete their tasks. Finally, give each group member similar level of importance and responsibility when executing the task, so that no one feels to be inferior.

These may be hard to implement as team members sometimes will not agree to this process but if persisted will provide me with the opportunity to possess unique leadership traits.

Self-Reflection 5: Negotiation Game Plan

Negotiation game plan is implemented once the negotiation issues, positions and preferences have been clarified. It consists of four segments; Target point, BATNA, resistance point and bargaining zone. Target point is the specific outcomes expected from the negotiation, it is also referred to as the “target price”. BATNA, abbreviates to Best Alternative To A Negotiated Agreement, the alternative option from the desired outcome of the negotiation. Resistance point is where one would rather quit than accepting the conditions set by the other party. Bargaining zone, is the difference between the two parties’ resistance points, either positive or negative.

Each and every day we are involved in a negotiation process of some sort, hence this concept plays a vital role in achieving the desired outcomes from a negotiation. Often there are negotiations with family, friends, team members at university. This negotiation game plan assists in settling these unavoidable negotiations with these parties in a profitable and efficient way. They could also be implemented in the purchase of assets such as houses, vehicles, electronic gadgets. This challenges my existing beliefs as I am an inflexible person and would rather choose to lose it all than quit. I was unaware that in some negotiations quitting could be the best option when it is not possible to get a favourable outcome, hence, it led to “winners curse”. This concept enables me to steadily plan out my negotiation and set boundaries before involving myself in any negotiation.

I have learnt to follow four steps prior to a negotiation. First, clearly set out the favourable outcomes expected. Second, make aggressive first offers to reach the “target point” and ensure to ask for concessions during the bargaining process. Third, determining BATNA and resistance points, remembering to know the limit to the negotiation. Although, it might be

difficult to remember these while at the verge of negotiating, but if persisted would provide best negotiation outcomes.