

Final Project: My Leadership Through Public Safety

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Leadership Strengths

The arena of public safety calls for its own style of leadership, where it is backed by ethical consideration, proper command, and the ability to be flexible and prepared for whatever arises in the line of work. I'll primarily discuss my leadership style within the boundaries of these aspects, where my paper will include both my strengths and weaknesses. My strength begins with my ability to take care of myself, where I'm trustworthy that I'll follow through with my responsibilities all while maintaining full focus on the task at hand along. By first and foremost being able to handle my own responsibilities, I am able to quickly switch my focus over to the team's needs without carrying the extra weight of my own tasks. Coworkers have pointed out my tendency to avoid distraction and remain committed to my tasks, which could be helpful in high risk environments like policing. So, if the team members that I lead trust in my ability, this could contribute a great deal to the team's overall performance. According to Asenico (2016), they found that employee trust in leaders contributes a great deal in government agencies. Asenico also mentions that this is especially true in cases where leaders who address individualized consideration, which works in my favors because I am a person who is considerate of others when I'm in a position of leadership. Trust is something I value, and something I believe reinforces my leadership.

A second strength I possess is my clear communication skills. This plays well into trust, where my team can depend on the information that I provide them with, assisting with the idea of staying transparent with my team. According to Hadziahmetovic and Salihovic (2022), effective transparent communication was found to increase employee engagement. I consider myself to be a participative leader, so having this communication style in the workplace would only further improve collaboration between me and my team. When looking at policing, whether it's

communicating expectations, policies, or feedback, having the ability to effectively communicate serves as a strong tool towards my leadership.

As for implementation of my strengths in my leadership, I would use my communication skills to their full extent by hosting regular meetings where expectations and feedback are provided to my team. Feedback would go both ways, where my team would communicate their ideas or concerns with me, helping promote my interest in individualized considerations.

Leadership Weaknesses

While there are areas where my strengths shine, I also acknowledge that I have my flaws. My first is my habit of falling into complacency, where I find myself getting comfortable with the structure in place or relying on things the way they are. This would make it difficult in the environment of public safety and policing, where leaders have to be ready to adapt and adjust as necessary. Becoming complacent also hinders team growth and could potentially diminish the trust I have with my team. Another area of weakness is my avoidance of seeking help from others. Instead of including others in my tasks, I find myself taking on the work entirely on my own. Although this provides a good image me to my team given my ability to hold my own, it takes away from the participative considerations I plan on leading with. According to Hopton (2016), leaders who seek help from employees had a better relationship with one another. This goes to show that this weakness can make it difficult to build a team that is trustworthy of me, as well as eliminating my preference of a collaborative environment. In a public safety policing setting, this can take away the opportunity for my team to assist and learn alongside me, where exposure to tasks I would normally take on myself can allow my team to grow and feel a sense of contribution.

How to Improve

To work around complacency, I plan on maintain a mindset rooted in steady growth by establishing short term goals, welcoming feedback, and performing self-reflection. By engaging in self-reflection, it provides me with the opportunity to be honest with myself and compare the progress I've made and whether or not I've remained too stagnant. Welcoming feedback will do the same, except the feedback is given by my team. This would help show my team that I am eager to adapt as needed and shows my interest in hearing what my team has to say. This goes back to the importance I see in trust, where employees can see I trust them enough to implement their feedback into how I decide on carrying out my leadership. Seeking this feedback should hopefully cause my team to trust me as well, where they'll notice I acknowledge my imperfection and want to work alongside them to improve it. Policies and procedures are bound to change over time in the world of policing, so it's important that I as a leader and willing to be adaptive and informed. I aim to maintain an outlook that strives for growth by surrounding myself with team members who challenge and inspire change, both in me and the team itself.

In regard to seeking help from my team, I will use strategic task sharing, as well as ask the necessary feedback from others. Not only is it practical as it will help ease the responsibility I have, but it will also promote an environment that values shared responsibility, helping build that trustworthy environment I'm looking for. I plan on delegating and distributing work to my team by implementing check ins and team meetings, further adding to the relationship between me and my team. As for my communication skills, I can improve them by engaging in conversation with my team more often. Whether I'm hyper focused in my own responsibilities or reluctant of seeking assistance form others, I will push myself to participate in check-ins in order to avoid distancing my own responsibilities from the team.

References

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