

CPD410 Learning & Action Paper

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Introduction

This paper will display what knowledge I gained through this semester of learning. Throughout this course there were included discussion boards that reflected on the readings and personal thoughts of each topic. The first half of this assignment will be a detailed breakdown of each module learned. The topics that I will be discussing are my definition of Leadership, moral reasoning, Mensch, gratitude with a combination of compassion and callings. When I say combination of compassion and calling this will gravitate towards the second part of this paper which is, action. The purpose of this class was not to just grasp the concept to be able to answer questions and write papers. This class is to learn a new skill set that can be passed on to others and displayed throughout our lives to be better people overall. I will be including article readings, in-text citations, and several key examples to better understand the meaning of each module and how I will play a role in putting each module into action.

Leadership

Leadership is a form of management that is displayed to support others and not control others with expected task. A leader is a person that cannot just be likeable and popular but gives guidance to others that build relationships. "Leadership is a process of social influence, which maximizes the efforts of others towards the achievement of a goal" (Kruse, 2013). In module one assignment I defined leadership as a person with no boundaries, willing to adapt, learn, be able to

follow, be authentic and share positive characteristics. A leader provides a vision, communicates diversely, brings positivity, opens the door for new ideas, is empathetic, and just well rounded. This is not to say the person is perfect but has learned the concept of “no one is perfect” every lesson is a time to learn and build a new skill. Accepting failure is what leaders are good at but never lets them stay down or get defeated in a tough situation. I used to believe that leaders are born and cannot be built but as I continued in the course my interpretation changed in leadership. The reason behind my thoughts is because a leader can have experiences that motivate them to be the change or came encounter with someone that they looked up to and taught them the ropes to being helpful to others in a positive way. As I go into the details of positivity, I do want to mention leaders are not positive but know how to persuade a crowd into supporting them by the confidence they carry like Hitler for example. “Leadership has nothing to do with seniority or one’s position in the hierarchy of a company.” (kruse, 2013)

Moral Reasoning

In the article Kohlberg's stages of moral development there is three stages to Moral reasoning (1) Pre conventional the method of avoidance of punishment and what can I receive (2) Conventional the method of fitting into society expectation/rules and (3) Post conventional the method of ethical decision making. Each method contributes not specifically to age but the mindset of how people make reason with their decision whether that’s going against their morals or following their morals. In the Pre conventional stage, it’s the question that many ask themselves is “what’s the consequence?” For example, a child jumping on new furniture, they know it’s wrong and won’t do it in fear of punishment. This stage is not strictly for young kids, but they are able to learn morals through age and wisdom. Secondly Conventional stage, the

transition from self to others approval. This can be complex but it is wanting to be accepted socially by teachers, parents, even strangers. The third is post conventional which is the stage of growth and individuality, this is when morals have been formed to believe from right and wrong in your eyes. The good in people is reflected and the way many are raised will favor a certain moral reason for decisions and opinions they act upon.

Mensch

The word derives from the original Yiddish where it simply meant “a person,” but as time went on it evolved to mean a “special” kind of individual. (Levine, 2017) A mensch is a humble individual that seeks the best in people and leaves an imprint in their lives. I believe that that hold all skills of being a leader but in a different sight. They can’t connect with others on a deeper level of gratitude which we will speak about in the next chapter. They are genuinely consideration, compassionate, and thoughtful people that find good in people. A mensch is not for everyone’s personality and because of the self-awareness they have within themselves it makes it seem effortless to pinpoint those that need a mensch in their lives. In the article that I chose in my discussion board it reflected on a woman that passed away that impacted others around her by consistency. Here is a brief history of the article, Mildred an 80-year-old woman that had the intuition of greatness and support. She did force her opinion or thoughts on others but was not selective on who she spread her passion to care for others and lead by example. When she passed away many different people like mothers, students, businessman arrived at her funeral because of who she was as a person and changed their insight on life and others. “Biden, then a U.S. senator, came in alone to pay his respects. When the rabbi asked why, Biden explained that the woman had faithfully given him \$18 for every campaign since his first in

1972. He was there to honor her.” (Carle, 2022) This is a prime example it’s not about money because money doesn't bring happiness but the small selfless services that are notice and impact those around. This is what leadership looks like. It makes people want to carry on these memories and provide this same impact because it takes a Mensch or leader to create others to pass it on. “A mensch has personality traits which most of us consider admirable.” (Levine, 2017)

Gratitude

Gratitude starts at a young age when parents gesture the word “Thank you” when someone does something kind for them. It is defined as being a person that appreciates the little things that we may take for granted like a home to go to, clothes to wear, kind gestures by other, having a job that you may despise or even someone bringing you a coffee because they thought of you. So many things in life alter how we feel about things, but we must be mindful of the things that seem regular like having shoes, for example some people don’t own a pair or just may have one. In module 5 the focus was how does a mensch display the quality of gratitude? “From a scientific perspective, however, gratitude is not just an action: it is also a positive emotion that serves a biological purpose.” (Ackerman, 2017) As I have just spoken on the characteristics of a Mensch is the best person to expect gratitude from. A mensch finds the smallest things like listening to other feelings, placing a small “thinking of you” card in someone mailbox they noticed may seem lonely, or just pointing out the good in a stressful situation. They are optimistic and don’t allow negative situations to affect their attitude but always perform selfless acts which is a form of gratitude through attitude. A Mensch displays resilience by not focusing on all the current issues and stress factors but finding the great things to rebuild focus, strength, motivation to themselves first and then others around them. In the article we read, White

displayed a mensch attitude with resilience with the outcome of not receiving a position he wanted all while taking every opportunity to show his efforts and hard work. He did not let the news deteriorate him from keeping a positive outlook or mindset. He was honest with his feelings but also thankful for the opportunity to learn skills he didn't have to be better.

Plan to Actions

My plan of action starts with learning more about myself because self-awareness is the key. My belief in knowing your own strengths and weakness is the key to being a leader that grows over time. I will go into detail on how I plan on putting these learnings I mentioned to use in my everyday life whether that's with my family or in a work environment.

My first effort to grow within is to start meditating and writing down a list of things that make me stand out and many admire me for. This will allow me to be able to focus on what I did not write down and create a list of things that I do that do not display leadership qualities. Once I can be aware of my own behaviors it gives me an advantage to investigate why I am the way I am and how I can change it to be better.

I will focus my leadership on a creating way to be a person that finds positivity when task are challenging and keeping others involved. I will listen to new ideas from coworkers and let them know that they are heard and appreciated for all that they do. I believe that creating relationships where others can trust me and creative thinking on how to create a comfortable area for those to speak with confidence and know that they matter as individuals will be a start. My approach to leadership is creating a communication skill that is not forceful but persuasive with value. I want to not just control a situation but create a means of comfort for error and learning others. My plan to be a mentor can assist with these efforts like someone once did for me

through the Big Brother, Big Sisters program. Introduce a new meaning to thoughts and become someone that can look up to me and say I changed their life for the better and carry the same skills with practice.

With Moral Reasoning I will take what I learned and instead of being a quick reactor try to think about things on a level of what I believe in. When you were taught right and wrong at a young age it's the basics of how to treat others, staying out of jail, and staying true to yourself. I need to be able to know what line I stand and keep the morals without being persuaded by my audience. I tend to rely on age as I spoke about earlier on this topic because age comes with wisdom as many would say it's the "grey hairs" that determine how wise we are. With moral reasoning I will not stand by and let the decision on someone being hired or fired rely on what others think. I will dig deeper into learning about people, catching an interest into the person they are, and avoiding my judgement personality. To be able to leader with moral reasoning is creating a fair and just environment on what is right and how to handle situations. I plan on asking instead of telling others, why they did not meet my expectations on work deadlines? What is bothering you instead of saying "I noticed your work isn't that great." Morale reasoning starts from values but ends with every situation can be looked at and viewed differently which makes us open our eyes to the real world and its inconsistency.

This leads me to being a Mensch with Gratitude which is easier said than done in all honesty. I do believe Mensch are born and not created, yes, they work on themselves to become better people but always have had a personality that draws others to them and gives a genuine feeling. My plan to start carrying characteristics similar to Mensch is by not letting others just sit and complain, including myself of what is not going right when we are so grateful to have. I will start capturing memories that make me happy and create a journal of the positive things per day

that made me smile or laugh or feel good. I also have decided to send meaningful letters to those that impacted my life and merely say thank you but also send letters to those that need to hear they are not alone and I'm always here for them. We never know who is going through a situation where a gesture can change another's view on themselves or the world.

In conclusion, as I have mentioned, the learning of a calling and compassion will be mentioned at the end because these two things complement each other. By focusing on studying ways to be better to others and to ourselves we become exposed to new things, This opens the spectrum to interest, dislikes, new career paths, goals, and passions. In order to find your calling it's important to be open to change, adapting to personalities, and self-aware of oneself . Many people find out what makes them compassionate when they are young and bring to the their lives whether that a career or family. A calling is when that person is good at it and can't see any of themselves doing anything else and it fulfills them. All these learnings in this course combined are examples of how to be a well-rounded person that doesn't focus just on themselves but those around them leaving a memorable impact.

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