

Leadership (Industrial and Organizational Psychology)

Industrial and Organizational Psychology focused on processes and issues within the workplace. This means that this branch of psychology spends a great deal of time analyzing and observing people within the workplace. By enrolling in this course, I had the opportunity to understand how employees within a workplace are selected, how those employees often feel about their job, what motivates employees, and what can be done to boost performances in the workplace. I also had the opportunity to learn about various styles and characteristics of leaders.

I took industrial and organization psychology in the winter of 2022 and within that time, I had to complete weekly quizzes and reflective journals. The quizzes are structured to test students' knowledge from each chapter in order to see how much information students have acquired. Reflective journals on the other hand try to create a personal connection between the chapter and a student. For example, chapter 6 of the course textbook focuses on different forms of discrimination in the workplace and the reflective journal would form a personal connection by asking students if they have ever faced any form of discrimination in the workplace.

Skills I have further developed in this course include leadership, writing, and problem-solving. In terms of leadership, I had the opportunity to understand what makes a great leader and the characteristics of various leadership styles. If I ever get the opportunity to become a leader within an organization, I can apply leadership approaches I learned from industrial and organization psychology to boost workers motivation and performances. Since the course requires weekly reflective journals, I had the opportunity to broaden my composition and grammatical skills. The course also dedicated a huge section to problem solving within the

workplace. I have gained insights on how to effectively design and implement procedures that would reduce or eliminate conflict within the workplace.

I will definitely use my experience from industrial and organizational psychology in the workplace. When the opportunity presents itself for me to take on a leadership role, I will become a leader that employees are proud to work with. By having this leadership trait, employees will see that they have a leader who is caring and willing to help. This will eventually lead to employees being motivated which further leads to effective performances.