

I currently work in the utilities industry for a rural electric cooperative as a junior accountant. I started as a member support representative delivering member support by addressing and directing member's needs through billing and collection procedures, account endorsements and maintaining the cooperative's policies and procedures. Since leaving the district office for member support and transitioning into the accounting department, I have learned that I want to transition into a director or vice-presidential position for member services.

I work in a predominantly male industry with few females. That's not to say that the electric cooperative I work for does not acknowledge the need for more women in the industry. When it comes to utilities, "women are still underrepresented, but the industry is far from uniform (Keese, E.)", but with recent studies from the International Energy Agency, collected data has confirmed that "women in senior roles are better represented in the utilities sector (Keese, E.)" than in the "energy industry as a whole (Keese, E.)". As an industry that is often defamed for being slow to change, "eight of the nation's largest electric utilities are led by women (Brisley, S.)".

The power industry is improving but still has much to do to realize diversity goals. I want to be the diversity goal our electric cooperative strives for. I have been in the electric industry as an employee for about 4 years, and 2 of those years have been spent here, at Mecklenburg Electric. I have found a place where I fit in, feel I'm valued, and my input matters. I don't want to stop at a junior accountant. My goal is to complete my bachelor's degree in leadership and progress my career here in the member services or operations department and lead a team that is successful to its organization and stakeholders.

After much research, self-assessments, and time learning about my role as a woman in leadership, I have found that I am ESFP "Champion", which is extroverted, sensational, feeling, and perceiving. Energy flows outward towards people, objects and activities in my environment. I rely on facts, tangible data, and life experiences to guide me. I focus first on my personal values and the emotional needs of the people around me before a decision. I like having a flexible schedule, exploring options, and approaching life as it happens. Some of my strengths include adapting to the needs of the present moment, putting myself in other's shoes, responding quickly and calmly in a crisis, quick reflexes, attention to detail, down-to-earth persona, enthusiastic, and empathetic.

With ESFP preferences, I tend to get stressed when I have too many plans or too much structure; I prefer freedom to adapt and be spontaneous. I don't like being forced to make decisions. I tend to experience lots of anxiety around my commitment to new things or projects because I don't want to let anyone down; it becomes a constant cycle of stress and anxiety. Learning this information about myself in depth, has been eye-opening and

aided me in creating a development plan to help me succeed as a leader later in my career here at Mecklenburg Electric Cooperative.

Moving forward, I have developed an action plan that executes improving my communication, conflict resolution, organization, and stress management. I feel that these key factors are areas where I need development and improvement in my leadership plan. Below I have provided a table with my objectives, the actions I plan to take to measure my successes and setbacks and a target date to complete these improvements by completion of my bachelor's degree in leadership.

Objective	Action	Success Measure	Target Date
Provide clarity, consistency and minimizing misconceptions.	-designate specific individuals as different owners of communication activities -create a timetable to map out how often communications will occur -create effective platforms and methods to deliver messages	-frequent meetings -formal training on visual cues, active listening, and interpreting body language -self-reflection and feedback sessions	March 10, 2026
Develop agreement strategies to improve conflict resolution.	-communicate clearly -set ground rules -practice active listening and empathy -focus on the needs of each party	-workshops highlighting the importance of responsibility, integrity, and resolution -training in conflict management - role-play scenarios	May 4, 2026
Facilitate execution, promote accountability, and drive results.	-schedule start and end dates with clear, concise goals -delegate responsibility -identify resources to include budgeting, tools,	-measure time and productivity -balance within multi-tasking -prioritize tasks in order of when they need to be completed	May 4, 2026

Preventative and reactive strategies to improve employee wellness.	and staff needed for each task	-Identify and plan for potential barriers	
	-foster a supportive culture -optimize work design -allocate resources -support one another in stress management	-provide access to counseling -set goals -promote work-life balance -utilize self-assessment tools to identify personal stress levels and workplace triggers	August 8, 2026

Success starts with me. To be successful, I must be able to self-reflect, accept criticism as an opportunity for growth and learning, and practice humility when praised. I want to be a leader that my subordinates are comfortable coming to, communicating and addressing concerns. It is important that I can reflect on past decisions and progress in a positive manner for future endeavors. Improving my communication, conflict resolution, organization skills, and stress management will aid in my success at Mecklenburg Electric Cooperative and in the utilities industry as an entire.