I am aware that my biases and abilities directly affect my ability to be an effective agent of change. Through the Lahl and Egan Whole Person Awareness Assessment, I uncovered strengths in Intuition, Intellectual, and Spiritual aspects of my life, while Emotional and Physical parts of my life could use additional focus.

Intellectually, while I perceive that I am good at dealing with large problems and accomplishing the results needed, I need improvement on challenging my own thinking and actually trying new things. If this is left untouched, I run the risk of becoming irrelevant and outdated as new practices are introduced.

Physically, I have a hard time turning my brain off. When I try to relax, I constantly find myself processing other items rather than giving my body time to recharge.

Emotionally, in some ways I feel connected and aware of how my emotions correlate to my behaviors, but I do not know what sets them off until hours or days later when I have had time to process them.

I rely a lot on my intuition. I am selective and cautious of my sources of information, because I realize it will bias my thinking and decision-making. I try to read each situation effectively with the amount of time and energy it deserves. The same is true in resting and taking a pause from projects or opportunities. I am willing to wait if I do not see a compelling project rather than acting simply to act. I am comfortable with pausing.

Spiritual is very important to me. I refuse to work with an organization or with people that do not have a strong passion for the work we are doing. I enjoy being around people that are big picture thinkers and want to change the world for the better. All of my past jobs and connections with organizations fall in line with this thinking.

The findings in this assessment lined up with my personal assessment of how I view power. In my mind, power and authority are closely related. The obvious answers to when I have experienced power are when I have held positions of authority. I have felt powerful when elected to public positions and when I am connected with well-known individuals on a personal level. Being around people with influence and fame makes me feel powerful.

In a different context, I feel powerful in situations where I am highly esteemed or sought out because of my knowledge, experience, or another characteristic. When I am respected and recognized for a unique ability or talent, I feel powerful and important.

Sustaining power is difficult. It requires a constant source of focus and intentional effort to maintain power since other people are constantly striving to come up the ladder or jockey for position on the social spectrum.

I view my power on others as influence. The only force that power has is the ability to influence others. If you are not effectively using power, you will be replaced. The forces of the market will find someone else to lead, whether that is formally or informally. I believe my track record shows that others have benefitted when I held power.

Effective use of power is one of the key characteristics of a mentor. They are able to help direct and develop your potential in ways you might not see on your own.

Dr. Nathan Mellor plays a unique role in my life. Our age difference is such that he could be my older brother, yet his wisdom and thought process places him closer to a grandfather. Practically speaking, he fills the role of trusted friend and mentor.

We have a strong mutual trust in each other’s guidance. We are willing to push on each other’s ideas in a way that is respectful yet challenging. Both of us are confident that the other is working to make the other better.

I have learned a lot from Nathan. He has taught me how to deal with difficult situations. His background in union negotiations and mediation has proved to be helpful. This character trait of patience and understanding drew me to him. I know that effective change leaders must have the ability to lead when necessary, but also the ability to step back and wait for the right time in others.

Nathan is the one who is responsible opening my eyes to the world of OD, and specifically the MSOD program at Pepperdine. His influence can be seen in many areas of my life. In his wise way, he showed me something that he thought I would be interested in pursuing, and then left me alone to discover and make decisions on my own. He served as a sounding board for my concerns and helped walk me through the mental roadblocks that arose. Because of his guidance and the input of alumni, I feel adequately prepared to begin this journey.

I am excited and anxious about what I will learn, whom I will meet, and how I will grow as a person through the program. One fear is maintaining the ability to keep the three marriages in check. I realize that I have a tendency to get wrapped up in work that I am engaged with, and sometimes that means other things are put on hold because my brain cannot turn off its focus. This is an area I want to focus on through the program.

This is both a strength and a weakness. I have a strong track record of turning ideas into reality partially due to my personality that wants to see a project complete. I get things done. I have showed time and again that I can create results and make things happen. Typically this means bringing in other people to play the role they are best suited to play. When put together, my ability to craft cohesive teams and allow each person to excel in their area of expertise, along with my own ability to bring ideas to reality is a gift I am proud of.

I have longed to further develop my ability to better manage my mental stage. Since I enjoy working with ideas and concepts so much, I have a history of not tying off all of the lose ends of a finished project. Part of that is due to my inability to keep the new shinny actors off of my mental stage. I need to do a better job at seeing things through to final completion. This deficit is one I am aware of and have found ways to make up for it through the added use of other people that are better suited for these types of roles, but I want to develop my ability to see projects through from start to finish, while keeping my mind in check and on pause when it needs to be paused.