

Nathan DeStefane

My Professional Persona

This narrative elaborates on my view of my professional persona and relates it to how it is perceived by others. This message will give you a reflection on my professional persona growth and my personal brand goals. Specifically, I will be discussing my Outside Leadership Communication Evaluation (OLCE) ratings and responses, reflecting on my previous experiences, and expressing goals for my future.

Contrasts in People Styles

My Rating: Decisive, Determined, and Quick

People styles are a group of behaviors that have a persuasive influence on a person's actions. They are defined based on a person's assertiveness and responsiveness. Out of the four different people styles, I rated myself as a driver. A driver is a person who is decisive, determined, and fast-paced. I rated myself like this because of the way I act individually and interact in a group.

Specifically, after interning most of the summer at my brother's supply company, he allowed me to pitch our company to a local school district. I immediately started preparing for the pitch and drove to the district board office determined to complete my first sale.

Responses Vary in Rating

My OLCE respondents each identified me as having a different people style. I was identified as analytical, expressive, and as a driver. I think they identified me this way because of the timing of when I worked with each respondent, as well as the specific relationship I had with each of them. My driver people style has manifested greatly in my Eller group this semester. I have been a vocal leader in the group that is determined to stay ahead of deadlines and obtain success on our assignments.

Erratic Differences in People Style Comparison

My Rating	My Respondent's Ratings
Driver	Analytical
Driver	Expressive
Driver	Driver

Variation in Feedback and Trust Categories

My Rating: Highly Structured with Balanced Social Interaction

A culture map is an assessment, the responses to the questions in it define how a person prefers to communicate across cultures. For the culture map, I rated myself in the middle in giving negative feedback, in the middle for how I build trust, and low in scheduling. I feel like giving negative feedback, directly and indirectly, is both important, therefore the correct way to give feedback depends on the situation. When giving negative feedback to one of my coworkers I had a strong personal relationship with this past summer, I gave them direct negative feedback because I understood that's what they preferred.

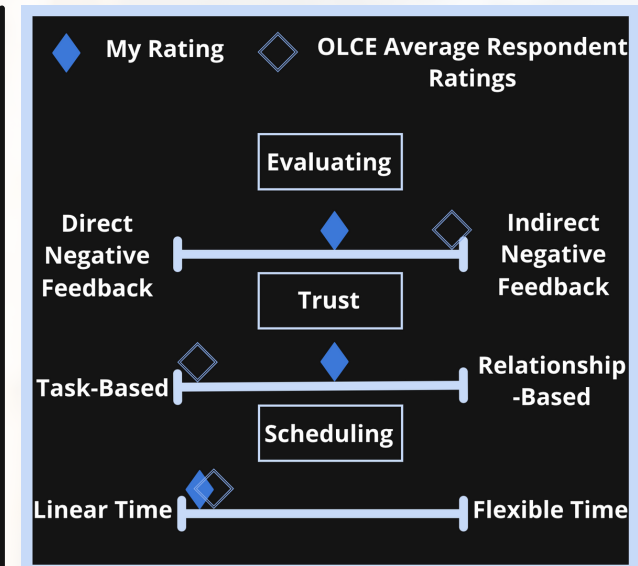
Trust can be built with me through tasks or through relationships which is why I rated this category in the middle. This semester, I have built trust with my Eller group mates through assignments and personal conversations. I rated myself low on scheduling as I prefer structured schedules. This semester I have utilized a planner and followed my own created deadlines for assignments explicitly.

Responses Conflict With My Ratings

My OLCE respondents identified me as a person who strictly gives indirect negative feedback and a person who builds trust entirely through tasks. These ratings differ from my ratings.

For feedback, I think they view me this way because I am very considerate of people's feelings. For trust, I agree that sometimes I get overly focused on what I am trying to accomplish. This does not allow me to build relationships with my peers which is why I think they rated me this way. They rated me as someone who always prefers a structured schedule. They rated me this way because I am always vocal about having a plan and staying consistent with it.

Mixed Relations in Culture Map Alignment



Overlap in Core Value Responses

My Rating: Diligence, Consistency, Trust

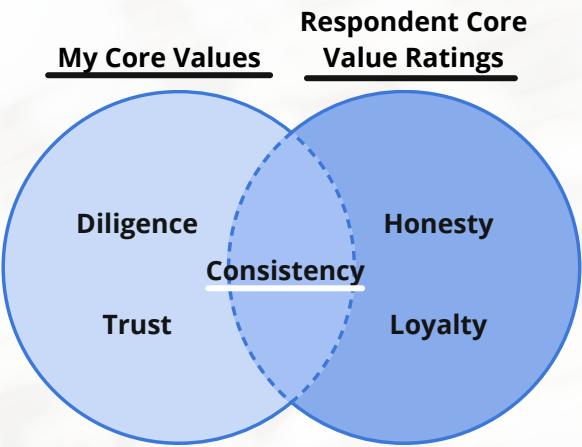
The core values I perceive from myself are diligence, consistency, and trust. I value diligence with my responsibilities. This semester I have worked hard to complete every one of my assignments to the best of my ability. I practice consistency as I follow a similar daily schedule each week. Every Sunday, I write my schedule for the next two weeks in my planner so that I can always stay on top of my schedule.

I value trust because it makes me feel comfortable, thus allowing me to dial into what I am trying to accomplish. I trust my Eller group to do their part of the assignments so that I can focus all my attention on successfully completing my part.

Responses Consistent Across Respondents

There was some overlap between what my respondents perceive my core values to be and what I perceive them to be. Two out of three respondents identified loyalty as one of my core values which goes hand in hand with trust. Two respondents observed one of my core values to be honesty which, again, has many similarities to trust. Respondent three identified consistency as one of my core values which exactly aligned with how I perceive myself. Diligence is the only core value that I stated for myself that didn't appear in my respondents' responses. I think this is because my value of working hard gets overshadowed by my other values.

Consistency Core Value Recognized by My Respondents



Looking Back on My Desired Persona Growth

The growth of my professional persona has changed over the past few years but is hitting its stride within this past year. Just a few years ago, one of my respondents that I worked with identified me as having an analytical people style at the time (we discussed his responses on the phone). Since then, I have evolved into an expressive and driver mix that is more like how I want to be perceived. The opportunity of working with my Eller group so closely this semester has been the key to enhancing my desired people style and strengthening the persona that I want to have.



Reaching My Desired Persona

My goals for the future about how I want people to perceive me consist of appearing more diligent in my work activities and being more balanced with how I give feedback and how I build trust with people. I want people to view me as a more diligent person by being someone that does not do things halfway. I plan to show my diligence by completing my school assignments and my professional career assignments early.

For giving negative feedback and building trust with people on the culture map, the respondents were very one-sided for how they perceived me while I perceive myself as more balanced. To change how people perceive how I give feedback, I plan to give more direct negative feedback to people when appropriate. To better balance how I build trust with people, I plan to make time to get to know group mates or coworkers on a more personal level before or after working on our assignments. In making these changes, I will further develop and bolster the professional persona that I want to have.

I plan to make these changes in how I act so that I can create the professional persona that I want to have. I will continue to grow my desired People Style as a driver by leading discussions and assignments in my Eller group. Reaching and maintaining my desired professional persona will set me up for success for my future in graduate school and my professional career. I look forward to making these adjustments before my internship this summer. If you have any questions, please don't hesitate to contact me at ndestefane@email.arizona.edu.