Personal Experiences

Name

Institution

Date

**Stress Management**

According to Robbins and Judge (2018), stress can be termed as a dynamic situation whereby a person is confronted with a demand, resource, or opportunity related to what the person desires or needs. The outcome is often deemed both significant and uncertain. There are various sources of stress, some of which are environmental, personal, and organizational. A few years back, when I got my first ever summer job, I felt ecstatic, and I was over the moon. But soon after, my joy and excitement would come crumbling down. Despite earning way above the minimum hourly wage, I was a poor money manager, and my earnings got depleted real fast. On top of that, I fell out with my parents because they believed I was misappropriating my finances, and hence I needed to be responsible, or else they would force me to move out because I was over 18 years at the time. I became stressed, overwhelmed by my duties, and took a toll on my health.

I was conflicted about whether I should quit my job and just lock myself up in the room or keep working even when I was underperforming and faced the risk of being sacked. My stress emanated from personal factors. Nonetheless, my colleagues at work were entirely supportive and motivated me to have a better financial management plan and improve my job performance. The social support from my work setting was incredible, and it motivated me to get over my stressful situation and fight through it successfully. I often displayed physiological and psychological, and behavioral symptoms as my health, job satisfaction, and productivity were negatively affected. I decided to take on an individual approach to manage the stress. A friend of mine from the workplace connected me to a financial advisor who took me through the financial management journey and explained the importance of healthy financial management plans. I also sought medical help and defused the intense conflicts with my parents. Soon after, I started a healthy saving culture, my productivity, job satisfaction, and health improved significantly. I management my stress because I acknowledge my problems, determined the stressors, and used the appropriate approach to deal with my stress.

**Job Satisfaction and Dissatisfaction**

Job satisfaction is a significant motivator that pushes employees to perform exceedingly well while exploiting their full potential. Many employees worldwide feel satisfied and dissatisfied with their current jobs, which affects their efficiency and productivity. In the recent past, I got a part-time job at a certain logistics firm. I could not say no to such an opportunity because I needed the money for other emergencies. But as soon as I started working at the firm, I regretted it immediately. The working conditions were extremely wanting. Employees put in more hours while the pay remained low. Besides, the workers who handled sharp and hazardous products lacked the right protective gear to reduce the risk of getting harmed in the line of duty. The workers were forbidden to take any breaks and were only allowed a fifteen-minute lunch break. Before getting the job, one of the hiring managers told me that my performance would be evaluated after working for three months. If deemed satisfactory, I will be better-positioned for a pay rise. The conditions and the starting salary nonetheless were less than motivating, even for a starter.

Besides, my immediate supervisor was harsh, a dictator, and failed to communicate various duties on time. He would scold you for no apparent reason, which created a lot of resentment in the workforce towards him. It was the worst job ever, and besides the low pay and poor working conditions, the firm showed little commitment to corporate social responsibility. The dissatisfaction among the workers contributed to poor performance and dwindling profit margins. The firm would soon lay off some staff because of constraint funds. Job inefficiencies and lack of productivity were the order of the day due to the lack of employee motivation and a clearly defined vision. Usually, workplaces that promote employee engagement, motivation, and favorable working conditions inspire higher organizational commitment, productivity, and job satisfaction. I barely worked for three months before submitting my resignation letter since the workplace undermined my potential to provide enhanced performance and achieve job satisfaction at the same time.

**Interpersonal Skills**

Interpersonal skills are pretty relevant in every workplace. The importance of interpersonal skills is reflected in establishing effective personal relationships and connections with colleagues at work. Besides, people with effective interpersonal skills such as excellent communication skills are adept at building healthy working relationships with other people and working better in teams to achieve efficiency and higher job performance. As outlined by Robbins and Judge (2018), the importance of interpersonal skills in the workplace cannot be emphasized enough. I have interned in one of the best workplaces that promote interpersonal skills among the staff, including the management. This organization witnessed significant growth and profitability because of upholding effective interpersonal skills.

To a great extent, interpersonal skills ensure that every worker interacts effectively with one another on the job. Even when some interpersonal skills are inborn, some people need to acquire and improve their skills to enhance job performance. My workplace fostered and created better opportunities for people to develop and improve their interpersonal skills while contributing better to the organizational vision.

I am a highly assertive person with excellent listening, negotiation, problem-solving, and communication skills. These skills have always made me stand out among my peers. I can confidently say that the interpersonal skills mentioned above have shaped me into being a better person, colleague, and friend. I have helped my colleagues solve their differences and workplace conflicts through the use of brainstorming techniques. Again, my communication and problem-solving skills saw me get promoted to the rank of team leader. Without a doubt, interpersonal skills have previously helped me work better with people and create better relationships that contributed to organizational excellence and self-growth. According to Robbins and Judge (2018), the lack of effective interpersonal skills has denied some employees opportunities for advancement. Interpersonal skills are quite significant because they have helped me achieve job satisfaction and better working relationships on the job.

Reference

Robbins, S. P., & Judge, T. A. (2018). *Organizational behavior* (Vol. 4). New Jersey: Pearson Education.