Clear is Kind, Unclear is Unkind:

Strategies for Daring Leadership in the Academic Library

Florida Association of College & Research Libraries
2019 Annual Conference
Nova Southeastern University
AGENDA

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The Problem
The Inspiration
The 5 Cs
The Goal
Questions
References

Prince & Simba Barbato
Assistants to the Access Services Librarian
The Low Morale Experience of Academic Librarians: A Phenomenological Study

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ABSTRACT. A dynamic body of knowledge about workplace bullying and burnout in academic libraries exists; however, there is a significant shortage of library and information science (LIS) literature regarding the related problem of low morale in any library environment; additionally, literature focusing on workplace bullying and burnout is quantitative, limiting insight into the animate experience of these events and inquiry into associated long-term effects. A phenomenological study was conducted to understand academic librarians’ experience of low morale. Emergent themes connected workplace abuse, mental and physical health impacts, systemic influences, and the long-term consequences of low morale on LIS career trajectories.

KEYWORDS: Low morale, workplace morale, academic librarians, academic libraries, organizational behavior, workplace bullying, library administration, leadership

McKnight, Ahmad, and Schroeder (2001) define morale as “the degree to which an employee feels good about his/her work and work environment” (p. 467). BusinessDictionary.com states that employee morale is “a description of the emotions, attitude, satisfaction, and overall outlook of employees during their time in a workplace environment,” (2017) and further explains that low morale is manifested “in companies that maintain employees who are dissatisfied or negative about their work environment” (2017). Looking at these meanings holistically, a definition of low morale could be summarized

Incivility and Dysfunction in the Library Workplace: Perceptions and Feedback from the Field

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ABSTRACT. Issues associated with lack of civility, less than ideal functionality, and employees that may not self-reflect as much they should are all challenges in the modern workplace and libraries are no exception. The purpose of this study was to determine which issues associated with a lack of civility such as mobbing, bullying, workplace dysfunction, and lack of abilities regarding self-reflection were found in the library workplace and to what extent. The data represents the feedback of 4,168 library employees through a self-reporting survey instrument designed by the authors with the help of the American Library Association. Data is both quantitative and qualitative and seeks to examine the issues addressed across all types of libraries. While useful for all library employees, this study and report are especially relevant to the modern library administrator.

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THE INSPIRATION

Brené Brown, PhD, LMSW
Researcher/Storyteller

June 2010 TED Talk:
“The Power of Vulnerability”

March 2012 TED Talk:
“Listening to Shame”

April 2019 Netflix Special:
“The Call to Courage”
THE INSPIRATION
“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again... who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly...”

– Theodore Roosevelt
THE 5 Cs of DARING LEADERSHIP
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1. Courage
THE 5 Cs of DARING LEADERSHIP

1. Courage
2. Civility
THE 5 Cs of DARING LEADERSHIP

1. Courage
2. Civility
3. Caring/Compassion
THE 5 Cs of DARING LEADERSHIP

1. Courage
2. Civility
3. Caring/Compassion
4. Communication
THE 5 Cs of DARING LEADERSHIP

1. Courage
2. Civility
3. Caring/Compassion
4. Communication
5. Candor
THE GOAL: COMMUNITY
Questions?

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REFERENCES


Brown, B. (2010). *The Gifts of Imperfection: Let go of who you think you're supposed to be and embrace who you are*. Center City, MN: Hazelden.


RESOURCES FOR FURTHER STUDY

WEBSITES
TED: https://www.ted.com/ (Brené Brown & Christine Porath both give good talks!)
Brené Brown’s Dare to Lead Hub: https://daretolead.brenebrown.com/
Brené Brown’s Daring Leadership Assessment: https://daretolead.brenebrown.com/assessment/
Christine Porath’s Civility Assessment: http://www.christineporath.com/assess-yourself/
Kim Scott’s Radical Candor Website: https://www.radicalcandor.com/
CliftonStrengths Assessment: https://www.gallupstrengthscenter.com/
Global Leadership Summit: https://globalleadership.org/global-leadership-summit/

BOOKS