Communicative Competence Assessment

Effective communication is the foundation to leadership and professional achievement. During my graduate journey in Organizational Leadership, I have had opportunities in conveying multifaceted ideas through verbal and written formats while utilizing technology and collaborative platforms. Two principal artifacts that explain my growth in communication competence are the final research paper from SOC 625, entitled Does the Number of Children Affect Parents’ Happiness?, and the group podcast project, Emotional Intelligence in the Workplace. These artifacts prove my ability to communicate nuanced ideas, utilize technology properly, engage audiences, and evaluate my own communication style through reflective practice (Finlay, 2008).

The progression of the SOC 625 research paper necessitated advanced academic writing, data analysis, and blend of scholarly sources. The most notable aspect of the writing process was how quickly the topic became personal. As a parent of four, I tackled the topic with lived experience but stayed grounded in the raw data and peer-reviewed literature. This fusion of personal awareness and evidence-based arguments permitted me to reflect not only as a researcher but as a participant in the topic itself.

In comparison, the podcast on emotional intelligence was a collaborative and oral communication artifact that I felt would fit well in this assessment. I was able to serve as both the host and content contributor, synchronizing with peers from different regions and cultural backgrounds. This assignment was my first experience creating a digital media presentation and mandated me to engage with unfamiliar technology platforms, script writing, and delivery techniques. The most shocking piece was the preparation it required to communicate clearly and effectively. In an audio format, it was not just about what we said in the Podcast but how we said it.

Both projects considerably improved my communication skills, though they did so in different ways. The final paper highlighted my written communication skills, particularly in structuring arguments, integrating citations (Margolis & Myrskylä, 2011; Pollmann-Schult, 2014), and studying statistical data. The difficulty was ensuring clarity and neutrality while authoring about a sensitive topic—parental happiness. This needed practice to harmonize an academic tone with empathetic voice, this skill is essential in human-centered leadership literature.

The podcast stretched my oral communication skills and emotional intelligence understanding. Grounded in Goleman’s (1995) structure of emotional intelligence, our dialogue centered on self-regulation, conflict management, and coaching. Employing these principles in our group collaboration also strengthened the lessons we presented. For example, giving and receiving feedback on scripting mandated assertive communication and emotional intelligence—skills we described in the podcast itself (Catella, McKay, & Walser, 2024).

As a team we explored various communication styles such as assertiveness theory and conflict resolution models. While utilizing tools from Crucial Conversations (Patterson et al., 2011), our team demonstrated how leaders can stay objective, regulate emotion, and nurture team cohesion through successful dialogue. This project bettered my generalization of these practices into my own leadership development, bolstering how emotional intelligence enhances professional communication.

The collective takeaway from creating these artifacts and experiences is the understanding that communication is not simply about transmitting information—it is about relation, clarity, and consistency. In my personal life, I am now able to approach conflict and feedback with more intentionality. I aim to listen actively, reflect on my words before reacting, and attempt to communicate assertively without aggression. Professionally, I use these skills when working with colleagues, resolving misunderstandings, and conveying sensitive information.

Furthermore, these artifacts exposed how my personal lens—specifically as a working mother and emerging HR leader—forms the way I communicate. Identifying this cultural and personal lens has permitted me to lead with more compassion, mainly in diverse or emotionally charged surroundings. My communication style continues to progress. However I now practice mindfulness and determination in both spoken and written messages.

In the immediate future, I am working to use my communication skills while facilitating training workshops within my company. I intend on focusing these trainings on leadership development and emotional intelligence. I also plan to present at a local county SHRM (Society of Human Resource Management) conference to gain proficiency speaking in a professional environment. Long-term, I desire to pursue a doctoral degree in leadership and continue to research and create papers on topics relating to emotional intelligence, employee engagement, and inclusive communication tactics.

These two artifacts show my growth as a communicator who can express complex ideas with clarity, realism, and expertise. Whether through an organized research paper or a collaborative podcast, I have accomplished the skills necessary to engage audiences across multiple formats and cultural boundaries. I will now be able to move forward with greater confidence in my capability to lead conversations, write with purpose, and inspire trust through multiple styles of communication.

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