

Why does Dr. Larson want us to understand the intersections between these ideas?

- If you can explain the intersections, you understand the content.
- The more you can distill the information, the more you can apply it to the situations you will encounter.
- There is no way we can cover every nuance of principalship. With the changes of laws, community dynamics, and other uniqueness of your situation we cannot prepare for everything. The best way to prepare is to develop systems for dealing with new problems as they arise and philosophies/theories to fall back on. Understanding where they connect will allow us to adapt the theories to our specific situation, no matter how random it is.

Structural/Political	All	Human/Symbolic
Extrinsic motivation Focus on the system Black and White Laws/Rules Driven Best for clearly defined tasks Ridgid Traits - S, T, J Managerial Responsibilities	Results  Balance  Traits - I, E	Intrinsic Motivation Focus on the individual Grey areas Human Needs/Desires Driven Best for creative tasks Allows for flexibility Traits - N, F, P Leadership Responsibilities
Transactional Leadership Rational Systems Nomothetic Aspects of Organizations	Open Systems	Transformational Leadership Natural Systems Ideographic Aspects of Organizations