
Personal Current Leadership Self Assessment

It is true that there are many different attributes that can aid to the creation of an effective leader. And it is equally true that even if an individual is towards the successful path of being an effective leader, he or she can always improve their leadership skills and competencies.

In the leadership self assessment I was happy to see my score was 87, meaning in the range of the effective and efficient leadership skills and the analysis that followed made me realize which parts need improvement.

To start with, effective leaders require self confidence as well as a positive attitude. Reason self confidence is so important is that people around us tend to trust and appreciate more being around individuals who are sure about themselves and believe on their skills and purpose. They also tend to inspire others to do the same and as an extension perform better. My score on self confidence which covered questions 2 and 8 indicated I show an understanding regarding which skills and situations I have so far mastered as well as the value I can personally add in and through my work. In terms of how one can improve their self confidence, the guide recommends an individual to become aware of all the things he or she managed to achieve successfully. Overall a self confident leader will inspire others to be confident as well; that also means that he or she will not be afraid of criticism, whereas a low self esteem individual would rather try to fix his mistake prior to anyone noticing it.

The second important aspect, positive attitude. I was happy to score 10/10 in this as I truly believe that positivity is not only a great tool for great performance individually and as a team, but also a skill and virtue based on balance and lack of fear of mistakes; instead it's in a way the realization that mistakes can indeed happen but with a positive attitude you can accept them, yet overcome them and do the right thing correcting them. Negative attitude may lead to failure due to stress and anger since instead of focusing on how to fix a problem you could potentially focus on blaming others or trying to justify yourself. The article states that the way we perceive a situation defines how we see it and since our perception is often right but it can often be wrong as well, rational thinking is needed if we want to excellent positive attitude.

Moving to Emotional Intelligence, the concept of the so called "soft skills" of communication and character, refers to the skill of recognizing emotions of both ourselves and of others. Something I personally try to do is maintaining a you-attitude, trying to get myself in the shoes of the other person: that way I find it easier to understand how they feel. Empathy is perhaps my strongest characteristic. As the article suggests, empathic listening can enhance trust between the two parties. As we already explored on detail, transformational leadership is perhaps the most effective leadership

Style and an effective leaders should be highly skilled in his or her transformational attributes. The self assessment divided transformational leadership in various modules ,explained below.

Providing a compelling vision of the future: this module covers the Inspirational aspect of transformational leadership as it begins with your expertise in your area one works in, followed by good use of strategic analysis in order to gain insight for your work and clientele, ending with

the selling of your vision. Inspiring others can happen indirectly as well, and for that matter the power of

Persuasion is a vital one to make others consider your intake as well as be inspired by you.

Next module is the motivation of the people in order to deliver that vision mentioned above, which includes the creation as well as the selling of the vision itself. As article states, it is important to manage to convince your team and/or clients to share the same objectives you do. This is the moment where teamwork needed from transformational leadership is important. Management by objectives (MBO) and key performance indicators (KPIs) are two concepts that merge performance and team goals. Furthermore, according to Herzberg, motivation-hygiene theory show that some characteristics are associated with job satisfaction or dissatisfaction. More specifically, Herzberg states that factors such as achievement, recognition, work, growth and more, are associated with satisfaction whereas factors like supervision, policies, salary and security can be associated work dissatisfaction (with salary itself being debated in which category or belong to, probably in both) It is crucial to remember that eliminating what causes dissatisfaction will not bring satisfaction and vice versa. Since the factors of the two lists are separated, one needs to remember that job satisfaction and productivity even if often correlated in this theory, are often also debated. To achieve the theory's application, one needs to remove any factor that creates dissatisfaction and then create conditions that aid satisfaction. Personally I believe this theory needs a re-application in today's society instead of 1968, especially because Herzberg with his critical incident technique (CIT) doesn't allow differences in personality traits which would affect hygiene factors.

Continuing to being a good role model, the self assessment results Indicate that "good leaders lead by example, fact that leads to their teams trusting them. This section indeed finds me in agreement, as I would never sit in an office giving orders; demonstration of these actions needed is the ideal

Way to go, regardless of business field. It is also important to be noted that being a role model can not be an outcome of positions and titles only; a leader needs to lead by both example and expertise. Which means that he or she needs and should constantly prove his per her abilities and skill.Regarding managing performance effectively, clarity is the keyword. Effective leaders need to be clear on what tasks and expectations they have set without leaving it to the employees to find out, practice

Often followed by punishments and rewards taken away as if it was the employee's mistake. This specific mistake is often seen by managers, making it quite problematic as usually people in authority don't leave space for further discussion when this happens. A very good tip for managing performance effectively is the leader to include his or her staff / team in the rules making process; that way not only he or she will inspire and motivate, but employees will memorize rules and policies by heart since they are also the ones deciding them partly, fact that also eliminates a major hygiene factor of the two factor theory mentioned above.

Lastly, the self assessment specifies that providing support and stimulation is also a vital part of transformational leadership skills. It also seems to pay a lot of attention in the latter as it is covered in many different questions of the quiz. More specifically, it specifies that in order someone to be motivated at work, he or she needs to have an organized and specific tasks to be completed on a daily basis. That is mostly due to the challenge created that enhances

interests in one's work field. And for the latter to be effective even after the completion of the tasks, the employee needs to feel

Supported. I agree with the fact that a leader needs to approach task allocation cleverly. People have talents and skills, therefore it is up to the critical judgement of each effective leader to allocate these skills to appropriate tasks for maximum performance as well as for employees' satisfaction and personal growth and progress. The article suggests a leader to have a look at John Heron's six categories of intervention where Heron divides his model in authoritative and facilitative. The first group consists of prescriptive, informative and confronting, whereas the second one (facilitative) consists of Cathartic, catalytic and supportive. The interesting part of Heron's model as I see it personally is that even though most managers would assume prescriptive and informative approaches wrong, one can not eliminate authoritative holistically; same idea with the correlation between transactional and transformational leadership styles. It is true however that facilitation in business and organizational development has as goal the design of a successful meeting, and with Heron's facilitative approaches such as helping other people overcome thoughts and reflect in order to solve problems and aid decision making, it is true that his model can provide successful guidelines for an effective leader's supportive approach.

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