

# Assignment

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Leadership Self-Assessment al affiliation Leadership self-assessment We are all leaders at different levels. The only difference is the degree of strengths and weaknesses that we possess, and that differentiates between able leaders and shadow leaders. Knowing our strength and weaknesses makes us better leaders and helps us make viable decisions. A leadership self-assessment test helps us identify our strengths, weaknesses, opportunity, and threats. It is upon these grounds that we better our understanding on our abilities, what we stand for and how we can better ourselves.

I carried out my leadership self-assessment test at Pib. NET. The website offered self-evaluation platform where I filled my thoughts on different issues. At the end of the trial, I realized I was strong in my vision but inferior in courage. My assessment outcomes were as follows. Vision 4. 3, Ethics 3. 9, Reality 3. 5, Courage 3. 2. The grading is on a scale of, five as the most developed and one the least developed leadership trait. According to the outcome, I am focused, understanding and intellectually creative towards meeting my goals. I am confident about new experiences and welcome change. The worst paper part is that I fear responsibility and consequences for my choices.

The result of the assessments has made revolutionary changes in the way I perceive things. I for once never thought I was such a visionary person. I believe in the common good of all but never thought it was such strong. The realization that I am a person bestowed with a visionary mind has made me feel so good about myself. I felt I can become a leader and guide people, according to my vision. I feel superior when I see my high points being visionary since all great personalities I have read about in history were people of great ideas. However, my downside is weightier than my strength.

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How am I going to become a leader if I fear responsibility? Leadership is all about responsibility. If I have to lead, I will take the responsibility of others and shoulder them as they were my own, yet I am not strong enough. Lack of courage chills me and makes me feel belittled. I am having difficulties between advocating my vision and fighting my courage. I have a strong urge to achieve, but I fear failure.

When I look at my closest strength Ethics, I relate it to the vision and see a great leader. Leadership based on ethics is more beautiful than fairy tales. Ethics is the guiding principles of leadership (Bondas, 2006). Without ethics, one is subject to become a dictator or insensitive of others feelings. My personal values have saved me uncountable problems and have enabled me to be where I am today. Thanks to my ethical thinking, I make sound visions that are workable and within reach of the average person. Ethical leaders have an easy time while handling others at the workplace. Their actions do not run into constant review nor questioning since they act in the best interest of the people (Rothstein, 2010).

In as much as I am ethical and visionary, I seem to lose on the reality check. Leaders must make their choices based on real happenings that are measurable and worthwhile. Leaders need to review their decisions on genuine and practical thing and value their reasoning with courage. A leader may have a very positive idea about the organization or the general public but lacks the courage to conduct a reality check on the feasibility of his vision. Such bold measures are achievable through courage exhibited by the leader (Pillai, 2003).

Great leaders fight their weaknesses while staying put to their strength. A good balance between reality and vision stems unclear ideas and allows

leaders to be always on the track. Leadership self-assessment helps cultivate the spirit of continuous improvement in leaders. Leaders learn to face their fears while enriching their visions.

#### Reference

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