

Leadership assessment assignment

[Business](#), [Management](#)



Leadership Assessment Paper This paper is primarily from the conclusions derived from the self assessments that were given through the online assignments for the course. The primary source that was used to measure these evaluations were completed from the Self-Assessment Library: Insights into Your Skills, Abilities, and Interests, book by Stephen P. Robbins, These evaluation tools measured things such as one's creativity level to one's optimism. While some of the results were expected, there were some results that completely took me by surprise. I. What About Me? A.

What Is My Basic Personality? In the first assessment tool “ What Is My Basic Personality? ” the focus was on the five-factor model of personalities which are-extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience. Based off this evaluation, my basic personality indicates that I am moderately extroverted because I scored a ten. My conscientiousness, emotional stability and openness to experience scores were high with a score of fifteen. My personality does indicate that I am someone who is agreeable because I scored thirteen.

According to the analysis and interpretation, a high agreeableness and conscientiousness score indicates someone who “ is good-natured, cooperative, and trusting” (Robbins, 2007 pg. 9). A high conscientiousness score represents “ someone who is responsible, dependable, persistent, and achievement oriented” (Robbins, 2007 pg. 9). Also, a high emotional stability score indicates “ someone who is calm, enthusiastic, and secure (Robbins 2007 pg. 9). Finally, a high openness to experience score signifies someone who is “ imaginative, artistically sensitive, and intellectual” (Robbins, 2007 pg 9).

My score indicates that I have a positive emotional stability level, conscientious and openness to experience. However, extraversion and agreeableness were moderate scores which imply that I can improve in these areas. B. What's My Jungian 16-Type Personality? According to this assessment the results articulates an ENTP personality. According to Robbins, I am “ innovative, individualistic, versatile, and entrepreneurial. ” (p. 13) Politician, strategic, literary agent, publicist, entrepreneur, investment broker, computer analyst and ad executives are some of the possible careers that fall under this personality type. C.

How Creative Am I? In the creativity test, I scored a total of four. The words I circled were capable, clever, confident, cautious, conservative, honest, humorous, intelligent, self confident and wide interests. The range of score is from negative twelve and eighteen. My score indicates that I have very average sense of creativity. D. What Do I Value? In this particular assessment I was to evaluate my terminal and instrumental values. Terminal values are defined as those that are desirable end-states of existence. Instrumental values are those preferred modes of behavior or ways of achieving your terminal values (Robbins, 2007 pg 19).

In the terminal values, my top two were happiness, knowledge and wisdom. My bottom two terminal values were salvation and pride. In the instrumental values section, my top two were education and intellectual pursuit whereas my bottom two values were assertiveness and obedience. E. How Involved Am I in My Job? In this assessment I scored a thirty, according to the studies conducted by Robbins, the mean scores are around thirty-one (Robbins,

2007, pg 21), based off the mean score my score of thirty falls somewhere around the average.

This score indicates that I am decently involved at work. I agree with this assessment of my involvement because this score indicates I enjoy my job, but I also have time for a social life. However, I do feel that some statements in this test are extreme and deal more with emotion not with the actual job duties.

F. What are My Attitudes toward Workplace Diversity? My workplace diversity score was a thirteen. According to my score I am a diversity optimist individual. In today's fast-changing work environment, this is an excellent quality to encompass. Being optimistic will allow me to treat employees equally regardless of race, sex, ethnicity, etc. This is an extremely important asset because the workplace has and will always continue to become more diverse.

G. What Motivates Me? This motivation test consists of three different parts; growth, relatedness, and existence. I scored a twenty on both my growth needs and existence needs. This means that both those needs are substantially satisfied (Robbins, 2007 pg. 27). However, I only scored an eight on my relatedness score, which indicates that that particular part is substantially unsatisfied.

That also indicates that need is unimportant. Nonetheless, I feel that the need to learn and growth is important while earning a good income.

H. What are my Dominant Needs? The need for achievement, affiliation, autonomy, and power are the four categories that are evaluated in this particular assessment. I scored a twenty-five, the highest score one can possibly achieve in this category, which means that I have an extreme desire to excel

and improve on my performance. In the affiliation category, I scored a thirteen which means I have a moderate need to be socially accepted.

In autonomy I scored a thirteen, which tells me that I have moderate need to be self-directed. In the final category, power, I also scored a thirteen and that shows that I have a moderate need to influence and direct others. I.

What Rewards Do I Value Most? According to this assessment, good pay, job security, prestigious title, interesting work, chances to advance, flexibility, and vacation time are the most important to me. After that, recognition and pleasant conditions were deemed important. I believe ultimately that appreciation is shown through useful rewards. J. What's My Attitude towards Achievement?

The achievement test generates two scores, the higher the first score, the more it indicates that you want successful people to fall. The higher the second score, the more it indicates how much you favor the reward for success (Robbins, 2007 pg. 38). I scored a sixteen on the first part, which implies that I am not in favor of seeing successful people fall. People put in hard-work and dedication to become successful and I am happy that they reap the rewards that they have rightfully earned. In the next section, I scored a fifty and I do believe that I should be rewarded for the hard-work I put in as well.

K. What's My Decision Making Style? In this process, there are two different styles of decision making, intuitive and rational. Intuitive types focus on possibilities and relationships between ideas. Rational types emphasize facts, details, and rational cause-effect logic (Robbins 2007, pg. 46). I scored

a twenty in both the rational style and intuitive style, which indicates that I am both logical and intuitive in my decision-making. L. How Do My Ethics Rate? On this test, I discovered that I was more ethical than the average person.

On question where the average was below three, I scored at least a four and five. However, there were times where I agreed with the average. In the end, I scored above average, making me more ethical. M. Am I Likely to Become an Entrepreneur? This is the last assessment of “ What Is My Basic Personality? ” section, it involved testing my pro-activity. The higher the score, the proactive your personality is. The scores for this test ranges from seventeen to one-hundred. I scored a ninety-two on this test, which indicates that I have a high proactive personality and that I am a self-starter.

I do have the desire and capability to be an entrepreneur. Being proactive means that one takes’s initiative and has perseverance. These are positive personality characteristics to possess, especially in becoming an entrepreneur. II. Working With Others A. What’s My Face to Face Communication Style? This is the first assessment under this section. The results for this assessment indicated that I am animated, impression leaving, attentive, and friendly. When interacting with others, I like for them to feel comfortable and know that I am listening to them.

People like to be heard and more importantly, they like to know that they are being heard. So I believe that this is a very important characteristic to have, because these characteristics help with a more positive communication flow. B. How Good Are My Listening Skills? The range for this particular

assessment goes from fifteen to seventy-five, out of which I scored a sixty-four. This score indicates that I am a good listener which is part of being an essential and effective communicator. C. How Charismatic Am I? This test has six basic leadership patterns; attention, meaning, trust, self, risk and feelings.

The results of this test revealed that I am a strong charismatic person. I am trusting, caring towards others, capable of taking risks for what I believe in, and intuitive towards other's feelings. However, I didn't score as highly as I would've liked in attention, and meaning. Those are some characteristics I am going to need to improve about myself. D. How Power-Oriented Am I?

This power test has been devised to show how "Machiavelli" a person really is. Machiavelli wrote in the 16th century on how to gain and manipulate power. (Robbins, 2007 pg. 4) The average score found is twenty-five, and I scored a thirty-eight, which indicates that I am a High-Mach. High-Machs are considered to be more manipulative, win more, can't be persuaded but can persuade. E. What's My Preferred Type of Power? There are five types of power in this test; reward-in which I scored a five, coercive-in which I scored an one, legitimate-in which I scored a two and a half, expert-in which I scored two and referent-in which I scored a two. My preferred type of power is reward and legitimate. The "reward" characteristic possesses the ability to distribute valuable rewards.

The "legitimate" characteristic possesses the ability to be based on formal position. According to the analysis and interpretation, managerial positions come with legitimate, reward, and coercive powers (Robbins, 2007 pg. 76).

F. How Good Am I at Playing Politics? The range for this test is from eighteen to one-hundred and twenty-six. The politics score that I received was a ninety. My score indicates that I am moderately good at playing the workplace politics game. That falls to my advantage because; I am moderately effective at gaining support trusting others. G.

How Well Do I Manage Impression? In this final assessment under “ Working with Others” there are five different ways to manage impressions; self-promotion, ingratiation, exemplification, intimidation, and supplication. This questionnaire revealed that I use self-promotion, ingratiation and supplication. According to the analysis and interpretation, self-promotion is defined as the “ extent to which you point out your abilities or accomplishments in order to be seen as competent by other” (Robbins, 2007 pg. 81). Ingratiation indicates that I like to be seen and I do it by using impressions.

Finally, supplication indicates that I advertise my weakness’s so that I can be seen. III. Stress Management In interpreting my stress management skills score, I found that I am a “ Type B”, or stressed person. I scored slightly above the recommended scores for low stress level. I exhibit some stress related factors in my life. I need to reevaluate my priorities and cope with ones that may affect me negatively. IV. Tolerance of Ambiguity According to my questioned answered, I am perfectly tolerant person. My score of thirty-three indicates that I am tolerant in both public and private sectors.

My range is well within the norm in the private sector, but I fall short of norms in the public sector. V. LBQ and FBQ I scored moderately under the

leadership assessment. Based off my score I believe that my leadership skills can improve when working on leadership committees and working on my complex problems. Under the flexibility skills assessment, my scores were fairly high, indicating that I am capable of working with new, changing and ambiguous situations. However, certain areas of this assessment also indicated that I do not do well under pressure, and that I am moderately bad at dealing with different types of styles.

These particular areas I do need to work on. VI. Self-Limiting Behavior Inventory (SLBI) The SLBI measures what limits you from being the best in life and at work. It focuses on four major categories; control, predictability, accountability, and esteem. Based off the results derived from these assessments, I have control issues, I may have been limiting myself, I do not hold myself accountable-scores for this category indicate that this may be my weakest point, and finally I have a low-esteem, which permits me from progressing forward. Action Plan

There were several actions that can be taken to improve the assessment competencies that were evaluated. In my action plan, I would like to work on my pessimistic attitude. I will improve my pessimistic views by attending seminars that are offered through organizations and workplace. A way to reduce the stress level in my life is by exercise and praying. Both of which I make a promise to myself to do daily and both which I always tend to start slacking off on. So I need to make a plan and stick to it. Another way is to help others find the positive in their lives.

By surrounding myself in the positive energy of others, maybe it'll rub off on me as well. They say you feed off negative energy so the same applies with positive energy, so it's just a matter of being around it and people who possess it. I will work on my organizational skills and set a schedule for myself so that I have something to keep me from forgetting my responsibilities as well as a timetable to follow to maintain my goals. I will continue to enhance my leadership skills, political skills, listening skills, and make ethical decisions that will create a positive impact on others.

I will do all these things by researching in these areas to find classes and workshops that will help me develop my skills even more. Overall, I scored low in areas that impact social skills. So I will make more of effort to build my self-confidence and put myself out there and be able to interact with others without being self-conscious. In order, to accomplish this I will work with groups that involve more social interaction, rather than on projects by myself. Reference List Robins, Stephen. (2007). *Self-Assessment Library: Insights into Your Skills, Abilities, and Interests*. Upper Saddle River, New Jersey: Pearson Education, Inc.