Personal Leadership Evaluation

Roger J. Campshure II

LDR/531

June 19, 2017

Daniel Brake

Personal Leadership Evaluation

Every individual has their distinct leadership styles, and that define how effective they are in providing leadership to their subordinates. According to Wirba (2012), these styles define how one provides direction, implements their plans within their respective organizations or ventures, and motivates their subordinates and those around them. In this regard, there are many areas that leadership covers and that span from their relationship with the human resources to the tasks at hand as well as from the being creative all the way to reactive in their day-to-day leadership qualities. At the same time, a leader cannot excel in every one of these leadership orientations. Rather, a compromise is always present in relation to the style a leader adopts as leaning towards any one of the above directions often means sacrificing some of the competencies of the other opposing factor. However, since many qualities and competencies define the direction that one heads in leadership styles, it is possible to define a distinct point that one stands in relation to their strengths and weaknesses within the defined competencies. There are many ways to evaluate these strengths and weaknesses. One of these is through the Mastering Leadership Self-Assessment, which helps in realizing one’s competencies through a series of tests. In the following sections, I will address my strengths and weaknesses in the Mastering Leadership Self-Assessment in a move to evaluate my leadership style as well as how I can address the gaps within my ratings.

**Strengths**

The strengths within the Mastering Leadership Self-Assessment imply a rating of at least 66% of the score ratings (The Leadership Team, n.d). In this case, I possess strengths in self-awareness, authenticity, achieving, controlling, protecting, and relationship-task balance. Relationship-task awareness, protecting, and self-awareness rank the highest. According to the interpretation guide by The Leadership Team (n.d), this means that, with the ability to learn from oneself and being selfless, such a leader has a strong sense of purpose. In return, this is a leader who can offer a guideline to the subordinates without many hitches along the way. At the same time, the same qualities define a leader that maintains some space between themselves and their subordinates in what The Leadership Team (n.d) refer to as deployment of creativity and being at the top of tasks. Unfortunately, the direction taken by this kind of leader is often not clear as it indicates mixed reactions that may emanate from either inferiority or inferiority but simultaneously indicating signs of lack of the required level of confidence. However, to clear the ambiguity that comes with the protecting attribute, I can classify myself as a leader that is always at the top of things, and that is superior to the subordinates, which is supported by a relatively high score in the controlling attribute.

 Other than the above strengths, I am also purposeful and visionary and with a strong visionary focus that emanates from my being an achieving kind of leader. Additionally, the level of decision-making is also high and effective and more so considering that the major target of a leader with these traits is to achieve results. By ranking high at the relationship-tack balance, it means that I am capable of balancing between my relationship competencies and achievements competencies. My high rating in this competency indicates that I can effectively balance between the human resources and other people involved in business with the kind of tasks that these people are supposed to accomplish. In fact, these competencies way outweigh the weaknesses, which is revealed by my score on the leadership effectiveness that ranks very high along the ranking criteria. This means that I am indeed a leader who knows what they are doing and that has a high chance of success within the organization.

**Weaknesses**

My lowest-ranked competencies in this test are complying, reactive-creative, and leadership potential utilization. Although rated low on the qualities rank, its interpretation can be analyzed from multiple perspectives. In this case, one should consider the level of leadership and the responsibilities that one holds as a leader. As illustrated by The Leadership Team (n.d), a leader that ranks high in complying is one that is submissive to both events and people. In this case, it means that the leader may give in to external forces, be it other leaders as well as market forces. This means that a low rank indicates that one seldom reacts to external human and event forces. It should be understood that, for a leader at the middle and level organizational positions, having a low complying rate means that the leader is ineffective. According to Panagiotakopoulos (2016), middle-level and line managers often take decisions from superiors, which indicates that they should comply with the top management that is responsible for making organizational policies. On the other hand, top-level managers are the decision-makers. In this regard, Dauphinais& Price (1998) reveal that the top-level managers, being the decision-makers within their respective organizations, often respond less to influence by other personnel within the organization. In as much as these two areas contradict, I would effectively manage my competencies by creating a balance on the level of control that I allow other people in my responsibilities and decisions. Moreover, in as much as seeking views from outside is important for making informed decisions, allowing too much control can divert one from delivering their duties.

Another weakness from my rating is the balance between reactiveness and creativity. In this case, The Leadership Team (n.d), this is a balance between the external expectations and their inner motivation. In fact, I attribute the imbalance in some of my qualities, and particularly with the inclination towards attributes that emanate from self-actualization and the inner drive. Notably, my score on complying is low, which means that the external forces, which signify reactiveness, have a low control on my decisions. At the same time, other competencies such as self-awareness, controlling and protecting, and that all converge to the self-determination, all rank high. Consequently, this creates an imbalance between the two sides. One way to improving this rating is by the strategy discussed above, and that involves raising my level of complying with the external forces and individuals. At the same time, this would be further boosted by improving my score on relating and that, according to Bennis, Sample &Asghar (2015), helps in the incorporation of the needs of other stakeholders in the decisions that one makes regarding a particular venture.

In the same test, my results on leadership potential utilization ranked low. This is surprising as I expected this to be amongst the high-ranking attributes and particularly since most of my other attributes ranked overwhelmingly high. However, The Leadership Team (n.d) indicates that this is a measure that is obtained after a comparison of one’s competencies with those of other leaders that took part in the assessment. Although the areas of weakness are not clear, I feel that this has to do with the low reactive-creative attribute and also the achieving attribute that scored right at the lower margin of the high-rank segment. This rank is disappointing since it shows a high potential in me while simultaneously indicating that I have no capability to utilize this potential for the benefit of those around me as well as the organization that I may be serving. To improve this rank, I will need to focus on my abilities to achieve my targets and more so in relation to decisiveness, focus, and purpose. Moreover, the overall significance and viability of a leadership approach are on how well one achieves the desired results, and that should create a positive wave of change to the organization, the leader’s subordinates, and the leader’s competencies (Cameron & Green, 2008).

**Conclusion**

Leadership styles are defined by the qualities that one has in relation to the directions that they give to their subordinates, the formulation and implementation of plans in their respective organizations, and the motivation that they create upon their subordinates. In this case, the leader is governed by a number of attributes that define their success and competency. These qualities can be rated through the help of various platforms such as the Mastering Leadership Self-Assessment, which measures these attributes and ranks them with respect to predefined criteria. However, the rank that scores in these attributes are important as it defines the leadership style that they adopt. Since the success of some of these attributes is mutually exclusive, it is important that one balances them in order to achieve the desired leadership quality. In my case, for example, the overall score indicates an overwhelmingly high effectiveness in leadership despite having an imbalance in the qualities and with some that I considered among the most important such as leadership potential utilization falling way too low on the rank.

 References

Bennis, W. G., Sample, S. B., &Asghar, R. (2015). The art and adventure of leadership: Understanding failure, resilience and success. Hoboken, New Jersey: Wiley

Cameron, E., & Green, M. (2008). Making sense of leadership: Exploring the five key roles used by effective leaders. London: Kogan Page.

Dauphinais, G. W., & Price, C. (1998). Straight from the CEO: The world's top business leaders reveal ideas that every manager can use. New York, NY: Simon & Schuster.

Panagiotakopoulos, A. (2016). A short guide to people management: For HR and line managers. Abingdon, Oxon: Routledge

Wirba, A. V. (2012). Leadership Styles. Saarbrücken: LAP LAMBERT Academic Publishing.