

Leadership Strengths Questionnaire

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## LEADERSHIP STRENGTHS QUESTIONNAIRE

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Last week's reading assignment "Recognizing Your Traits" revealed the secret sauce to be a successful leader. According to Northouse (2018), "research points to six key traits that are essential for a leader to be successful: intelligence, confidence, charisma, determination, sociability, and integrity." In essence, a leader's success is contingent relatively on exhibiting these diverse attributes. So then, what else makes up a leader's success? In this week's reading assignment the author explored the answer to this question and is the basis for this week's reflection paper.

"A strength is an attribute or quality of an individual that accounts for successful performance" (Northouse, 2018, p. 48). In this week's reading assignment "Engaging Strengths", Northouse effectively underscored the importance for leaders to comprehend their strengths so they can become better leaders. In layman's term, he provided a leader's playbook that detailed how leaders must play to their strengths to become better in their leadership role. What's more, Northouse (2018) stressed the importance for leaders to understand their strengths first; once leaders identify their strengths, they must identify strengths of the team, and moreover, engage strengths of the team to be effective.

Be that as it may, the author of this reflection paper lacked understanding of her own strengths until recently. While certain responsibilities are performed extremely well, on a consistent basis, with undivided commitment and attention, and with high-energy and passion, the author has only viewed these accomplishments as "the anointing of God". This level of transparency is not expressed to discredit the anointing; it is solely to emphasize the lack of understanding the author has experienced for some time now. Herein is the significance of this graduate level course "Introduction to Leadership".

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By the same token, the author of this reflection paper was remarkably eager to learn of her strengths; for this reason she completed two assessments in Week 3 - *Leadership Strengths Questionnaire and the Gallup Strengthsfinders Assessment*. Packaged in a simple thirty-question assessment the Leadership Strengths Questionnaire revealed her strengths in the following order - highest to lowest ranking; Implementer, Innovator, Encourager, Analytic and Mediator. Even though the results mimics reality it is more meaningful to make available follow-up information that requires reflection, planning and action. For example, presenting a detailed description of one's results (strengths and weaknesses) along with a call to action item for each respective area encourages an individual to become accountable.

On the other hand, the Gallup Strengthsfinder Assessment was particularly impactful because a detailed description for my top five strengths - strategic, command, responsibility, positivity and input – as well as ideas for action accompanied the results. Essentially, Gallup's assessments provide extra materials to help leaders broaden their perspective, increase their taste buds for leadership development and deepen their accountability to themselves and their followers as they activate the recommended action items. This week's reading assignment goes without saying - leaders must embrace the journey of being lifelong learners in many facets – learning about their own strengths while learning and engaging the strengths of their followers is a good start.

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## References

Northouse, P.G. (Ed.). (2018). *Introduction to leadership: concepts and practice (4<sup>th</sup> ed.)*

Thousand Oaks, CA: Sage (pp 67)