

LS 600 Introduction To Leadership
Chapter 3, Week 3 Assignment
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3.2 LEADERSHIP STRENGTHS QUESTIONNAIRE

Purpose of this questionnaire is to develop an understanding of my leadership strengths as well as to rank my strengths in selected areas of performance. After answering statements in terms of whether the statement describes what I am like, the following are my findings:

Total Scores

1. Implementer scores (23)
2. Innovator scores (22)
3. Encourager scores (27)
4. Analytic scores (25)
5. Mediator scores (25)

Scoring Interpretation

After assessing the rank order of my scores, I have determined that the areas in which I have the greatest strengths are as an “Encourager” with a twenty-seven score, followed by a tie between the Analytic and the Mediator with a twenty-five score each. According to the scoring interpretation of the Leadership Strengths Questionnaire, if my scores are twenty-six through thirty, I am in the very high range. I totally believe in the results of the questionnaire that my areas of strengths are as an encourager and a mediator. I love to encourage team members who are getting discouraged and frustrated with their task, and push them to do better. I also believe that they are motivated by the way they respond to me as well as their performance afterwards. I have also discovered a hidden strength as an “Analytic”. I never knew I had this strength and so I

am encouraged to take this class and hopefully would learn how to develop it and enhance my leadership skills.

I also scored twenty-three as an Implementer and a twenty-two as an Innovator, which puts me in the high range according to the scoring interpretation which says “If your score is twenty-one through twenty-five, you are in the high range.” Although these are the areas in which I am weaker.

The benefits of knowing one’s strength as a leader cannot be over emphasized as every person has multiple strengths. As Northouse has stated in chapter 3, “First, you must acknowledge your strengths and be prepared to reveal them to others because it lets others know how we can be more useful when working together.” In other words, to be effective as a team builder, every team member’s strength must to discovered and harnessed in order to maximize productivity.

Northouse, PG. Introduction To Leadership: Concepts and Practice (Power Point), Chapter 3:
Engaging People’s Strengths, slide 13.