

Developing Leadership Skills Questionnaire

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Leadership is not an exclusive club for those who were born with it. In essence, the truly born leader will always emerge; but to stay on top, natural leadership characteristics must be developed (Maxwell, 1993, 1). This week's reading assignment emphasizes the significance of leadership skill development through three fundamental fine points presented by Northouse. To reinforce these key principles and theories Northouse (2018) assembles a case study that undoubtedly endorses the major role particular leadership skills play in the life of an effective leader and the dreaded outcomes if these leadership skills are not cultivated, nourished and utilized.

Categorized into three groups Northouse (2018) believes effective leaders should exhibit proven competencies in administrative, interpersonal and conceptual skills. When seeing the word "administrative" the first words that may come to mind are "support, execution, or performance". This is key because these three action words can eventually become the tower of strength for any leader. In spite of any other skills a leader acquires his development is not sustainable if he lacks basic administrative skills. Equally, leaders need people skills as it is referred to on my job or interpersonal skills. Using a balanced approach to handle one's emotions while interacting with people is a significant role of interpersonal skills. An effective leader will be skilled in separating emotions from the business at hand so he can interact with his people in a competent manner.

Better known as conceptual skills Northouse (2018) stresses that effective leaders will be visionaries, have the skills to conceive and communicate ideas, while at the same time being a problem solver. In essence, the effective leader will be a thought-leader; recognizing problems and addressing them and being able to think ahead and plan ahead to avoid obvious pitfalls. This week's Leadership Skills survey revealed my strongest scores in order from highest to lowest:

administrative, interpersonal and conceptual. While the results were not a surprise I had secretly hoped to receive a higher score with conceptual skills.

Nonetheless, I am still excited that this year afforded me to engage with several opportunities to lead new assignments. In these new assignments, I've encountered a different caliber of people, had to make quicker decisions on the spot, been compelled to learn technology a little more, and I've been presented with a myriad of problems that warranted immediate attention and innovative solutions. I am confident that these assignments are divinely and strategically ordered for my life for leadership development, especially as it relates to my conceptual skills. This week's reading assignment has proven that regardless of any other skill sets a leader possesses, strong administrative, interpersonal and conceptual skills are a must and will be found at the heart of any leader's effectiveness.

References

Mazwell, J.C. (1993). *Developing the leader within you*. Nashville, TN: Thomas Nelson

Northouse, P.G. (2018). *Introduction to leadership: concepts and practice (4th ed.)*

Thousand Oaks, CA: Sage (pp. 118, 130)