

Beulah Heights University

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Strengths

According to the self-assessment tool questions that I answered, I was strong in two areas which were: management of attention and management of trust. According to Hellriegel, Slocum, Woodman and Bruning (1997), management of attention is “focusing in on the key issues under discussion and helping others to see clearly these key points. It is also having clear ideas about the relative importance or priorities of different issues” (pg. 2). Hellriegel, Slocum, Woodman and Bruning also conclude that manage of trust is “willingness to follow through on promises, avoidance or “flip-flop” shifts in position, and preference to take clear positions” (pg. 2). I concur with the assessment as it relates to my concern with attentiveness to others and attention to detail in order to stay on point with the priority of completing the task which will best benefit the organization. I concur as well with the value of keeping promises and not being wishy-washy or back and forth on key points or issues. I strongly believe in consistency and accomplishing the goal that you have set forth. If you are not a leader who completes the task assigned, why would anyone follow you?

Both of these strengths relate to the character of a person as it relates to other individuals. It is important to give the attention needed to those who are around you, whether personally or professionally. We know there are people that are self-absorbed, and do not really listen when others are communicating with them. Trusting others and being trusted is a direct correlation to the character or virtue of an individual. Ciulla (2003) states, “virtue is of two sorts, virtue of thought and virtue of character. Virtue of thought arises and grows mostly from teaching, and hence needs experience and time. Virtue of character results from habit” (pg. 55). I can attest the development of these strengths have come from time not only in management with Bank of America for fifteen years but also from my time in the ministry. In both areas, in order to be your

best and perform at the highest level, you must listen to the needs and wants of others. Johnson (2015) states, “ethical leaders enhance their credibility-particularly perceptions of their trustworthiness-by living up to the values they espouse. Such leaders are open and honest, set clear, high standards that they follow themselves” (pg. 320).

Weakness

The self-assessment tool concluded that I was weak in the area of management of risk. Hellriegel, Slocum, Woodman and Bruning (1997) state, “transformational leaders do not spend excessive amounts of energy on plans to protect themselves against failure. These leaders are willing to take risks, after careful estimation of the odds of success or failure” (pg. 3). I have never been a risk taker; I won’t even purchase a lottery ticket for fear of losing the money I have in hand. However, I have witnessed people win big because they take great risk at the slot machine. I do believe this is true in business as well, if you believe in a product or design that you have created, you have to take risk and back it yourself, to have the idea or product placed on the market. History tells us that those who take calculated risk are often times successful. Steve Jobs took a risk when he was fired from the company he started (Apple), he went out and started a new company which was later acquired by the original company.

Professional Development

Although I am not a big risk taker, if in my profession, I am asked to counsel someone who is seeking to take a professional risk. My first question would be; do you really believe in the success of the idea? The next step would be to make a benefits and liabilities list, do you have the background and training to fulfill this assignment. Papa, Daniels and Spiker (2008) state, “well-developed communication skills are essential to personal effectiveness in

organizations, in management, professional and leadership positions” (pg. 4). Do you have supporters, both personally and financially? Also gather information to insure there is a need, and is there any previous statistical information are research done already? Finally, because I am who I am, I would definitely advise them to pray.

Evaluation of the Assessment

I found the assessment to be helpful and insightful. The results were indeed valid as they relate to me, however, I think there should have more questions and more of a variety of questions that relate to several aspects of leadership. The results give you a peek into the type of leader you are, but it does not give a comprehensive view. I have taken the Strong career assessment and it was very extensive. If you are only looking for a start to know the type of leader you are and what areas you can begin improving on, this assessment would assist you with that. I believe the options of answers should have been more diverse or widespread they were too similar. The apparent weakness is the lack of depth of the tool. An individual may use this and not truly seek to obtain more information and maybe even take a few more assessments to reference them against one another.

References

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