Leadership Self-Assessment Evaluation

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702 Foundations of Leadership

Introduction to Assessment

The Black and Mouton Managerial Grid was utilized and assessed as a Leadership assessment for this writer. The assessment consisted of a questionnaire of 18 questions presented in the form of a likard scale. The tool assessed the leadership behavior of this writer to conclude either *Authoritarian Leader, Team Leader, Country Club Leader or Impoverished Leader.* Yukl, (2013) in his book *Leadership in Organizations*, discussed authors Blake and Mouton proposed that effective managers have a high concern for people and a high concern for production.(57). He continues by discussing these concerns being defined as values rather than as behaviors. I have completed the self-assessment and have discussed the results, along with areas of strength and weakness in my leadership behavior.

Results

The concluded score was separated into two columns, people and task with total taken and multiplied by 0.2. My results showed 29 total for People and 30 total for Task with final number of People as 5.8 and Task as 6. The intersecting lines landed in Team Leader. Team Leader did indeed speak to the core values I believe and live according to with all of my interpersonal relationships. Team leader's have a high task, high relationship when leading. According to the grid I am the type of person that leads by positive example and endeavors to foster a team environment in which all team members can reach their highest potential. This is a strength of mine; having the ability to teach connectedness and see the complimentary of all gifts is a positive attribute.

According to H&HN: Hospitals & Health Networks (2009) article, knowing these differences can help build understanding and improve team effectiveness. Therefore the quality of "Team Leader," is a strength that will aid in improving and enhancing the performance of myself and others when problem solving. This area can be seen as a negative or weakness. I have to admit I often find myself overly frustrated at how long a person might take to utilize the potential I see in them. I am often self-reflecting and setting boundaries with myself to avoid giving up on the person and having a view of them being lazy and not caring. This often comes off very mixed in my life. I will dedicate to people and task and pull more weight than the parties involved. This inconsistent weakness might indeed be related to culture.

Jun and Hunt, (2005) conducted a research study on how societal/cultural settings may influence the leadership perception processes of followers and the ways perceived leadership effectiveness can be achieved. I felt this research lined up with my score that concluded me as Team leader. Black and Mouton point out that team leaders "encourage the team to reach team goals as effectively as possible, while tirelessly to strengthen the bonds among the various members. They normally form and lead some of the most productive teams." The correlation of culture may fall inline with the black community and families always striving to help each other out. Further research can be done to support the hypothesis. Within my family this attribute is a strength, to make sure everyone has everything they need and ensuring the "black," families rise too. Although, I don't fully agree with the generational message I can not help note the correlation of my score from the grid presented by Black and Mouton and the identifying of the team leader in me.
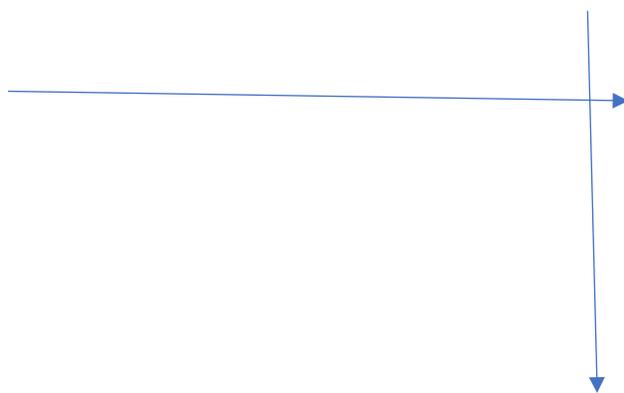
Country Club	Team Leader
Impoverished	Authoritarian

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