

PERSONAL ASSESSMENT f (1).doc

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Submission date: 27-Mar-2018 05:27 AM (UTC-0600)

Submission ID: 936941028

File name: 1522150033_PERSONAL_ASSESSMENT_f_1_.doc

Word count: 1869

Character count: 9598

PERSONALITY ASSESSMENT

Personality Assessment

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Decision Theory within the Global Marketplace: MGT-672

March 24, 2018

Emotional Intelligence Test

My score is 52. My ¹ emotional intelligence level is ok. I probably have good relationship with some of my workmates but others may hard to work with (Fiori, Antonietti, Mikolajczak, Luminet, Hansenne & Rossier, 2014). The most important position is that I have a good opportunity to improve my working associations significantly. The test has focused on five elements that create ¹⁶ emotional intelligence. They include; self-regulation, self-awareness, empathy, motivation and social skills (Fernández-Berrocal, Ruiz-Aranda, Salguero, Palomera & Extremera, 2018).

Self-Regulation

My score was 9 out of 15. This is about staying calm and being in control. To avoid being hot tempered I need to breathe deeply so as to calm down and give myself time before I reply an email or even a request so that I do not say something I will regret later. I may be affected by other factors such as anxiety or even stress. I also need to be accountable so that I can take responsibility of my actions and ensure that they align with my values.

Self-Awareness

My score was 11 out of 15. I will have to focus on the current moment which involves how I feel and maintain a journal that I do a recording of the various emotions I experience on daily basis. I will conduct a SWOT analysis on myself to determine my weaknesses and strengths as well as asking for feedbacks.

Empathy

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My score is 14 out of 15. This is the ability to identify other individuals' emotions as well as understanding their perceptions. So as to develop empathy I will have to begin by thinking of other people's points of view, imagine their emotion states and use my active listening skills so as to understand them fully upon expressing their emotions.

Motivation

My score was 10 out of 15. Self-motivation is strongly affected by my emotions. When I am distracted by my emotions it will be hard to see the processes through. I will boost my motivation levels by developing self-control. This will also involve celebration of the smaller wins that are accomplished as well as simpler jobs that give a sense of triumph.

Social Skills

My score line was 8 out of 15. This has brought out that I am not a "people person". But it is still possible to develop better social skills. I will begin taking a quiz to find out the type of communication skills that is required to be improved. Then I will establish on how to develop trust and rapport with other people which is an essential part when it comes to building a good working relationship. I will avoid shying away from negative circumstances and deal with conflict as well as other situations effectively (Kong, 2014)

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Decision Making Assessment

Based on the decision-making assessment, my score was 59. This fell between 43-66 which was ⁶OK. I have an upright understanding of the fundamentals but I do need to improve on the process and be more hands-on. I need to concentrate on the establishing more options as well as determining as numerous ⁶risks and consequences as I can. The better my analysis the better my decisions will be in the long-term. (Etter, Birrell, Cahill, Scott, Billinton, Walmsley & Smith, 2015). I need to focus my energy on the areas that I have lost my points and advance a structure that will work for me transversely a wide assortment of state of affairs (Fervaha, Duncan, Foussias, Agid, Faulkner & Remington, 2015). I was able to focus on the following elements;

Generation of Probable Solutions

On this I scored 8 out of 15. So as to generate an important decision process I need to come up with may good alternatives to consider. If I would simply adopt the initial solution I have encountered then I will be missing on a greater even better alternative.

Decision Making

I scored 11 out of 15. It is important to note that making decisions can be exciting as well as stressful in equal measure. To assist me deal with these emotions as objectively as possible I have to make use of a structured approach to the decisions. This translates to looking into what is more significant in the good decision.

Evaluation of alternatives

My score was 8 out of 15. The phase of alternative exploration consumes most of the time when it comes to decision making process. This phase is known to take so long such that at some

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point the decision is never made. So as to conclusively make a decision one needs to evaluate the following three factors; risk, consequences and feasibility. Risks involves one uncovering and understanding the risks so as to make the appropriate choice. On the consequences, one can never predict an implication with 100% accuracy. Thus, I will require to be careful as I systemize the way I identify and evaluate possible consequences. Feasibility involves the realism as well as the implementation ability.

Decision Checking

My score was 6 out of 10. I have to remember that some somethings when it comes to decision making that it is not all things that are ¹objective. The decision is supposed to make sense on an instinctive, inbred ¹level as well. If the decision is a substantial one, it's also worth examining it to make sure that my expectations are accurate, and that the rational edifice I have used to make the choice is sound.

Communication and Implementation

My score was 13 out of 15. This is the final stage in decision making process. It involves communication of the choice as well as preparation for implementation. I can attempt to force my decision on to the rest by demanding their acceptance or by explaining why and how I have arrived at my decision.

Emotional Intelligence Test

The leadership test skills were conducted by answering some 18 questions. These questions covered various sections of leadership which ²included; self-confidence, positive attitude and outlook, emotional intelligence, transformational leadership which involves the

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15 provision of compelling vision as well as the future, motivating individuals to deliver the vision, being a role model, managing performance effectively and provision of support as well as stimulation (Gilbert, Horsman & Kelloway, 2016). The test established that I am on my way to becoming a good leader. Nevertheless, it is important to note that I can never be too good leader when it comes to leadership or even too experienced thus would require to work on various areas to improve on the quality of leadership (Guenole, Chernyshenko, Stark & Drasgow, 2015).

Positive Attitude and Outlook

This section was covered by question 10 and 17. My score was 6 out 10. This displays a positive mindset which is linked to strong leadership skills. Nevertheless, being positive represents more than presenting a positive face. I am required to develop a solid sense of balance as well as establishing that setbacks and problems do take place. It will be how I deal with them that will make the difference.

Self Confidence

In this section I scored 8 out of 10. The self-confidence has been built by mastering the important skills as well as state of affairs as well as by understanding that I can add real value by the work I do. One of the strategies that I can adopt in improving self-confidence is by becoming aware of all the achievements that I have made.

Emotional Intelligence

This refers to the character as well the soft skills as well as communication skills. In this category I scored 8 out of 10. The emotional intelligence gives a better as well as specific

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understanding of a precise kind of human talent (Haslam, Steffens, Peters, Boyce, Mallett, & Fransen, 2017).

Provision of Gripping Vision of the Future

My score in this category was 8 out of 10. This displayed my ability in the creation of a robust as well compelling vision of the future as well as presenting the vision in a way that inspires the individuals that I lead. The initial stage of being in a position to see through knowledge of the section that I am working in. Proper use of strategic examination procedures has assisted me in gaining the most important insights in my environment that I am operating in as well as to the requirements of the clients.

Effective Performance Management

My score was 8 out of 10. As an effective leader I do set expectations which are clear and concise. This makes it easier for everyone to know what is expected and thus get increased performance. This reduces incidences of uncertainty and thus one can solve performance issues quickly.

Establishment of Support as well as Stimulation

On this section I scored 15 out of 20. It was established that for one ¹⁴ to be highly motivated especially at work, the people require more than a list of duties to be executed every day. There is a need for an interesting as well as challenging work. There is a prerequisite to develop their skills so that they can have sense of support in their efforts to carry out a duty.

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Role Model

My score in this case was 7 out of 10. It is anticipated that ¹¹ good leaders lead by example. They set the pace, do as they say and say what they do. This character of individuals is trustworthy and possesses integrity. As a leader normally get involved in daily work where it is required and stay in touch with the happenings through the company.

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