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Self-Assessment ² Paper

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Abstract

The paper focuses on the self-assessment process to determine the leadership style that the author has. Assessment is done through evaluating the personal characteristics of the person and using different leadership theories a conclusion is made to decide on the leadership style of a person. Contingency and path-goal leadership theory are also discussed together with the findings of the self-assessment test.

Keywords: contingency, path-goal, participative leader

Approaches in Leadership

Different leaders have different ways of leading because of their different leadership styles. However, all leaders have the same responsibility in an organization. All leaders are responsible for developing and realizing the vision by inspiring people who are under him in working towards achieving a common goal. To be able to understand the leadership style and to know if one is an effective leader, one needs to have a comprehensive evaluation of their strengths and weaknesses to be able to deal with it competently. Self-aware leaders can monitor their progress and where they need to advance professionally. Again, understanding self-characteristic will facilitate the leader to work in improving his weaknesses and regulating both of his emotions and personal skills towards his employees and the organization hence gaining acceptance as leaders.

Contingency Theory of Leadership

The idea of a successful leader lies within the contingency theory. The theory defines that the leadership style is determined based on how a person will solve a situation at hand. The leader is affected by several factors when handling situation, such factors include the personality of the person, the task and the group to be led. An effective leader has control in them to enable pass over the situation. Also, the theory suggests that leaders should have the ability to present the tasks clearly with procedures and goals well outlined. Different situations require a leader's personality and the group that is led by the leader to be effective. A leader should have the ability to control a variety of hard situations that might arise (Friedrich et al., 2016).

³ The Path-Goal Theory of Leadership

Path goal theory is a theory that falls under the general contingency theory. The theory covers both goal setting and expectancy theory. Effective leaders should have the ability to

inspire people who are under them to achieve their goals. Besides, leaders have the responsibility to provide necessary information and resources required to ensure the goals are achieved efficiently. The leader has to create path for their group, putting extra effort into finding methods that are convenient in solving problems associated with their work.

Findings

The assessment has focused on what people think of me as a leader as well as my personality based on the different activities that are encountered. According to the score, I am a participative leader. A participative leader is the one who allows and invites his members in giving their views and ideas in the decision making of the organization or company. Several people have noted that I'm charming and likable; people like me because of the influence I have for them. I can convert people and make them follow me with absolute conviction. Also, having a warm smile captures people their attention and makes them feel that they are at a right place. For that reason, a good leader should have the ability to control their people in different conditions and is liked by people due to own personality (Deinert et al., 2015). In addition, I have been successful in making other people feel important. Through meeting people who have had different abilities and passed through situations that made them feel as if they are not necessary in the world, I have inspired them in different ways, changed their views and feel that they are essential in life.

The time to time use of fist bumps or firm handshake when offering greetings or giving my introduction for the first time is my weakness because some people end up not liking it. However, others are happy about it as it shows that I am an active man. People pay me attention during various meetings. The strongest point of a superb leader is the ability to manage his stage while in a meeting and capturing the scene through speaking and use of gestures that will make

the participants concentrate. Technology is moving and thus, interaction and learning are through the internet, making me have an exceptional number of friends in social media.

While in the organization, different activities will require my presence while employees can do others without my presence. Necessarily, other activities require both the manager and the employees to agree upon before working on it. I believe that employees are on the ground and they are the one that knows and understands the challenges that an organization faces thus putting them on board will lead to effective decisions (Iqbal et al., 2015). An example of an activity that I can handle is like a high impact assignment that affects the organization and hence looks for a method that employees will use to accomplish a task. Similarly, some activities will require putting employees on board, such as informing members before performing an action and asking them to offer solutions on certain factors because I believe that difference in opinion is healthy in an organization or group.

Conclusion

A leader should have the ability to attract people and be a person of quality. A different situation should be handled differently as they lead to different consequences. The assessment has focused on what people say about the leader, questions that test his personality as well as a tool that decides on his leadership styles based on contingency theory. Moreover, when handling issues that will affect employees, they are also considered when making decisions, and this makes members know that they are part of the company. The author is a participative leader because of his interaction with his subordinates while making decisions and other activities.

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