Leadership Assessment

Author name

Affiliations

**Elements of leadership**

Leadership in an organization is about guiding people towards achieving specific goals. Leaders set a clear vision and influence behaviors in numerous ways. They guide as well as motivate people. Different elements are essential for leadership and management. According to my Leadership Style Assessment results, these elements construct my leadership style.
• Ambassador – your score is **15**points out of 25
• Advocate – your score is **18**out of 25
• People Mover – your score is **13**out of 25
• Truth-Seeker – your score **17**out of 25
• Creative builder – your score is **7**out of 25
• Experienced guide – your score is **10**out of 25

## Ambassador

 I have characteristics of these leaders, as I handle different situations with grace. I have often involved in resolving conflicts on behalf of broad constituencies (“The Leadership Legacy Assessment: Identifying Your Instinctive Leadership Style,” 2011).

## Advocate

I am a rational leader and act as the spokesperson in a group. I use both linear and non-linear approaches while arguing a point. I have a logical, and persuasive style.

**People Mover**

As a leader, I can spot talent and motivate people. I take the lead in building teams. I not only introduce people to new ideas but also show concern for their lives outside of work (GORE & Leuwerke, 2018).

## Truth-Seeker

I believe in equity and fairness and has a process-oriented style. I not only identify the root cause of different issues but also take different steps to ensure fairness in the process. Moreover, I also guide people about new rules and policies to avoid any conflict while working.

## Creative Builder

I am also a creative builder and see new opportunities for new products. I can spot niche markets and convert ideas into reality (“The Leadership Legacy Assessment: Identifying Your Instinctive Leadership Style,” 2011). I act as an entrepreneur and believe in the end results.

## Experienced Guide

I am a good advisor for people as I can put myself in others' shoes. My subordinates consider me as a natural therapist as I help them in resolving their problems.

**Difference between leadership and management roles**

A manager in an organization performs four basic functions of management such as planning, organizing, leading, and controlling. They perform these managerial duties to meet organizational goals and objectives. Managers work on a strategic vision and develop a roadmap to be followed by the team

 There are only a few managers in the organizations that are capable of performing other functions such as communication, motivation as well as guidance to people in an organization. These managers take the role of leaders and inspire people with their personalities. They also create a vision for people and give them direction for achieving goals.

Managers perform the role of organization and organize and manage the routine processes while managing their status quo. In this way, they have a focus on structures to build systems and processes. They pay less attention to developing relationships. On the other side, leaders have a goal to develop positive relationships with subordinates. They are good motivators and encourage subordinates and team members with their personalities and abilities. Therefore, they have a motivational style rather than authoritarian style (Anderson & Sun, 2017).

Furthermore, managers are risk-averse and strive to control the risk in different processes. Conversely, leaders perform the role of innovators and come up with new ideas. They search for better ways to make things better. They are always ready to take risks (Anderson & Sun, 2017). Moreover, managers have a more focus towards the control while leaders motivate trust within their teams. In addition, managers have a role in executing plans and they focus more on "how" and "when. Leaders, on the other hand, assess and analyze failures and focus on questions "what" and "why".

References

Anderson, M. H., & Sun, P. Y. (2017). Reviewing leadership styles: Overlaps and the need for a new ‘full‐range’theory. *International Journal of Management Reviews*, *19*(1), 76–96.

GORE, P., & Leuwerke, W. (2018). *Connections Essentials: Empowering College and Career Success*. Retrieved from https://books.google.com.pk/books?id=GWmtswEACAAJ

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