Self-Reflection Paper

[Name of the Writer]

[Name of the Institution]

Self-Reflection Paper

**Introduction**

A self-reflection test based on my leadership skills can allow me to assess my strengths and weaknesses. I can use the tests and results gathered to improve my weaknesses and manage my strengths to work more efficiently and become a more productive leader. The self-assessment exercises done throughout the course work allowed me to research my interests, skills, and abilities (Kinicki, & Williams, 2018). The discussion of this reflection paper would focus on the strengths and weaknesses which are developed by the behavioral researchers from my tests along with identifying the new things accumulated from my assessments. The outline will discuss how all of this useful information concerning my reflection on leadership can help me move forward towards becoming a motivational leader and a global manager. It would help me enlist the strategic thinking, the attitude, and the acquired needs required for me to become an effective manager and a leader in my field.

**Discussion**

**Identification**

After giving the test, I found that I have 12 strengths that I can use towards working with others more successfully (Kong, & Ho, 2016). While assessing my motivation to lead, I found that I have the skill to easily communicate with people by growing their interest towards me in a friendly and adaptable way. Building a relationship is a critical element in being a leader and a role model. Another trait I have is being able to make complex ideas more simple by merely communicating the purpose to a customer in an effective and friendly way. This skill provides me with an ability to distill complexity and express myself in simple terms. Another trait which I have after this is having an endless curiosity towards things. I believe that being able to search for endless avenues is the primary goal of being an opportunistic and professional leader. It provides me with the ability to grow my mindset into new things.

This way I can manage my team more successfully and make them better at their jobs. Other traits while assessing my ethical ideology and management potential, I come across being able to prioritize things accordingly. It allows me to become creative and efficient with my tasks at hand. Moreover, I keep my word and listen to my employees. Listening to them makes them more motivated to do work as they feel cared for. While assessing my strategic thinking, I believe that thinking ahead is the most important skill as it allows me to trust myself and do something which makes sense. Moreover, I move quickly to opportunities and helpfulness because leadership style requires me to move fast and share opportunities. Empathy and giving credit at the most fundamental skills which a leader must have as these provide the team with critical feedback and makes them understand the importance of credit and its due.

My weaknesses, however, were apparent and I found out that I was terrible at problem-solving and acquiring specific needs. Even though my attitude towards my work was satisfactory but I failed to assess the attitude of my team towards work at times. Moreover, my readiness for accepting my leadership role is imperfect. At the time I found myself lacking integrity at work and I also lack to adapt towards a particular situation at hand (Owens, Wallace, & Waldman, 2015). At the time I become quite unwilling to adjust, and this brings me back towards the start and changes my situation towards bad. As a leader, sometimes I fail to vision the future so and adequately become complacent and satisfied with the status quo instead of focusing towards the future. I also find myself lacking accountability at times when it most certainly is my fault.

The most surprising fact about myself that I came across after the tests were not being able to influence people enough into making them trust my decisions as a leader. Even though I have so many strengths of a leader which are most important but the one thing which learned about myself was that I was not prepared to handle any tough situations under pressure. This information I learned about myself is the most critical piece of information because I can use it to improve my weaknesses so that I can become an even more effective leader. I believe that being able to influence others into following me is the most critical task at hand as a leader. Along with being able to handle tough situations under pressure because if I tend to become afraid, so would my team as I would fail to cope up with the stress.

**Conclusion**

The aforementioned discussion based on my leadership strengths and weaknesses accumulates the essential information required to find my surprising assessment. Regardless of my strengths, it is crucial that I also improve my weaknesses so that I can become an even more so effective and efficient leader. I will want my team to make me their role model if I alienate the surprising facts found after my test. Being able to influence people and coping up with the stress under a tough situation are the primary traits which every leader have. Thus, it is critical for me to use the information gathered above to access my skills and improve them so that I can move forward successfully. Being able to rectify all my weak assessments such as my attitude, readiness, needs, and problem-solving skills can acquire me to become reluctantly ambitious and proactive towards my tasks and my team.

**References**

Top of Form

Bottom of Form

Kinicki, A., & Williams, B. K. (2018). *Management: A practical introduction*.

Kong, D. T., & Ho, V. T. (2016). A self-determination perspective of strengths use at work: Examining its determinant and performance implications. *The Journal of Positive Psychology*, *11*(1), 15-25.

Owens, B. P., Wallace, A. S., & Waldman, D. A. (2015). Leader narcissism and follower outcomes: The counterbalancing effect of leader humility. *Journal of Applied Psychology*, *100*(4), 1203.