Leadership Assessment

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**Introduction**

The power to inspire, to motivate for a brighter future and to guide those to a path that determines the beliefs of people is a quality that transcends among the personality of a leader. Transitioning to a phase that peers on the horizon, developing a special skill set of being coherent towards a purpose and having an intelligible vision. Leader’s posses a vast amount of information about the advancements and affairs that concerns their organization. On the other hand, a manager holds a position above the employees. Managing and setting order among the people he’s set in-charge for, and helping them to fulfill the objectives given to them to improve the work status of a company. The following discussion would preview my leadership assessment skills gathered from a test result. These skills would coherently show my leadership characteristics that allow me to have a different set of skills along with the identified titles (Herd, Alagaraja, & Cumberland, 2016).

**Discussion**

**Identification**

The hindrance between two powers sort of breaks away with a different approach as leadership becomes more of a personality then just having certain power. Leadership requires a strong, moderate, and inspiring personality to be ideal for his followers, to become a role model. My assessment result shows that I am an Ambassador who is instinctively known for handling a variety of situations comfortably. They are mostly involved in settling a dispute between employees and remain persistently gentle. Advocating is the central part of leadership for which no one is forced to follow anyone. An advocate is chosen for his spokesperson personality, his behavior and beliefs towards the team. This is my next identified attribute of being a leader. Advocates tend to be persuasive and relentless as they have both linear and non-linear approaches to do things to a certain extent.

People Mover have a variety of tasks to be completed upon on a specific time or as per required, following orders are a necessity, not a choice as they have the talent to seek motivated amongst the workforce and build teams to construct new ideas and pathways. They are also mindful of their employees and remain primarily concerned with their performance. Truth seekers is yet another attribute which I have and require me to be fair, have good judgment, remain neutral, equal, and competent. They help people understand the root cause of problems. Creative Builder is an attribute which visionaries and entrepreneurs consist of, a skill which I have. They are instinctively looking for opportunities concerning developing new products and services for the company while understanding the necessity of those inventions. They may have some troubles staying at a place for too long, but they mark a legacy wherever they go. Lastly, I am an experienced Guide who can assess a person through their age and experience. This skill allows me to be a natural therapist and understand what others are going through. They are the root of a conflict seeking visionaries (Leadership Styles Assessment Test, 2019).

**Conclusion**

The aforementioned set of skills that are identified through attempting a leadership and management assessment are discussed and analyzed. The leadership and management influence the ones under them and motivating them to find their true colors bring the most out of them. The capability of delegating your knowledge over others and enabling the leaders capacity to develop a performance for enthusiasm. Having a positive attitude towards your team helps them come out of their shells and try to put themselves in your shoes. It’s the conclusion that leadership consists of compassion, integrity, self-confidence, and accountability, whereas on the other hand, management offers the power of order, consistency, and responsibilities.

**References**

Herd, A. M., Alagaraja, M., & Cumberland, D. M. (2016). Assessing leadership competencies: the critical role of assessment centre methodology. *Human Resource Development International*, *19*(1), 27-43.

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