

Chapters 1–2 Self-Assessments

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Self-assessment is defined as act or process of judging one's achievements or progress ("Merriam-Webster," n.d.). For this assignment, the following Self-Assessments from Chapters 1 and 2 of Leadership Theory, Application, & Skill Development (Lussier and Achua, 2013) were taken.

Chapter 1:

Self-Assessment 1 - Leadership Potential – 29 out of 35 possible points, with 35 indicating higher leadership potential.

Self-Assessment 2 - Managerial Leadership Skills

- Technical Skill: 20 out of a possible 20 points
- Interpersonal Skill: 16 out of a possible 20 points
- Decision-making skill: 18 out of a possible 20 points

Chapter 2:

Self-Assessment 1 - Big Five Personality Profile

- Surgency: 21 out of a possible 35 points
- Agreeableness: 20 out of a possible 35 points
- Adjustment: 24 out of a possible 35 points
- Conscientiousness: 30 out of a possible 35 points
- Openness to Experience: 28 out of a possible 35 points

Self-Assessment 2 - Motive Profile

- Need for Achievement: 30 out of a possible 35 points
- Need for Power: 21 out of a possible 35 points
- Need for Affiliation: 20 out of a possible 35 points

Self-Assessment 3 - Motive Profile with Socialized Power

- Need for Achievement: 30 out of a possible 35 points
- Need for Power: 21 out of a possible 35 points
- Socialized Power: 24 out of a possible 35 points
- Need for Affiliation: 20 out of a possible 35 points

Self-Assessment 4 – Leadership Interest – I am, or want to become a manager and leader

Self-Assessment 5 - Theory X and Theory Y Attitudes – 22 out of a possible 50 points, with 0 favoring Theory “X,” and 50 favoring Theory “Y.”

Self-Assessment 6 - How Ethical is Your Behavior? 87 out of a possible 100 points, with 100 favoring ethical behavior and 25 unethical.

Summary

Personal assessment can be nerve racking as it tends to expose those skeletons each of us wishes we didn't have. The assessment begins with the simple evaluation of our leadership potential and ends with an evaluation of our ethics. From a leadership aspect, I'm technical in nature, love to solve problems, but must admit my weakest point is an interpersonal skill. This does not mean that I'm without interpersonal skill, but rather I like to work alone from time to time.

The depth exposed in the assessments of chapter two indicate strengths and weaknesses, but more importantly my potential for growth in areas of Surgency, Need for Affiliation, and agreeableness. Each of these will come in time. The most important aspect of my assessment is not that I'm perfect, far from it, but rather I'm now aware of those areas in need of improvement. Agreeableness and the need for affiliation were two of my lowest scores. This is not surprising

as my focus tends to be on the achievement of my assigned objective, rather than making friends and, as a result, my need for affiliation is weak as well.

What does this all mean? Well, this week's assignments have a great deal to do with effective project management, skills, traits, and ethics. Each assessment was designed to allow me to assess my progress and allow me to make the adjustments necessary for continued improvement. Understanding who I am and where I need to improve increases my emotional and social intelligence factors, and ultimately my ability to succeed.

References

Definition of Self-Assessment. (n.d.). Retrieved from [http://www.merriam-](http://www.merriam-webster.com/dictionary/self-assessment)

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Lussier Ph.D., R. N., & Achua D.B.A., C. F. (2013). *Leadership: Theory, Application, & Skill Development* (5th ed.). Mason, OH: South-Western.