

Leadership

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### Abstract

This paper will examine and assess my leadership skills that I currently possess. It will identify the necessary changes that can be made through a self-reflection of the assessments that I have completed throughout the management 371 leadership course. With this self-realization I can improve and develop my full leadership potential.

## Leadership

Is a leader born or made? Most researchers believe ‘that people are both born with a natural leadership ability and develop it overtime’ furthermore, “everyone has equal potential to develop leadership skills” (p. 9). It is important to note that developing leadership skills takes time and effort, as a successful leader cannot be made overnight. By applying what I have learned throughout management 371 I can improve my leadership skills but only through continuous practice.

### **Individual Leadership**

The first area of interest covered in the course concentrated on leadership traits and the attitudes and behavior of leaders. The most effective leaders are ones that possess certain qualities or traits, however these traits are not universal, nor are all leaders alike; leaders exhibit traits that are unique to their personal style of leadership. The Big Five personality profile helped me determine my strengths and weaknesses. From this assessment, I learned that my strongest personality dimension is a high level of conscientiousness and my weakest is surgency. The other dimensions revealed that I have a moderate level of agreeableness and an equally high adjustment and openness to experience. The conscientiousness dimension deals with the traits related to dependability and integrity. My weakest is surgency which includes the traits of dominance and extraversion. I am aware of my lack of dominance and extraversion, and struggle with being assertive. I can work on changing my behavior by putting myself in situations that require me to be assertive. The Big Five personality factors into the motive profile, which examines the area based on a person’s needs; achievement, power and affiliation. These series of assessments determined that I have two stronger needs, the need for achievement and the need

for affiliation. My weakness need, the need for power, which is codependent of surgency. The next assessment, Theory X and Theory Y showed the attitude that I most aligned with. My attitude was closer towards the Theory Y end of the spectrum. The Theory Y attitude has proven to be a more productive leadership attitude and it is widely accepted in leadership positions today. It is better to be optimistic and guide others in the right direction, than to be controlling and have a lack of trust in others. The Behavioral leadership style ranking revealed that I have a high people and moderate task leadership style. I would focus on making sure that the needs of others are met and make exepctions for other. It is important to develop relationships with others. From this assessment, my task leadership could be higher. The other area covered was networking, negotiating and political power and how it effects leadership.

## References

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