

## SELF-ASSESSMENT 1-1

### Leadership Potential (continued)

Here are the scoring distributions for each pair of statements:

- 0-5 or 5-0 One of the statements is totally like you, the other not like you at all.
- 1-4 or 4-1 One statement is usually like you, the other not.
- 2-3 or 3-2 Both statements are like you, although one is slightly more like you.

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|---|--|
| <p>1. <input type="checkbox"/> I'm interested in and willing to take charge of a group of people.<br/><input type="checkbox"/> I want someone else to be in charge of the group.</p> <p>2. <input type="checkbox"/> When I'm not in charge, I'm willing to give input to the leader to improve performance.<br/><input type="checkbox"/> When I'm not in charge, I do things the leader's way, rather than offer my suggestions.</p> <p>3. <input type="checkbox"/> I'm interested in and willing to get people to listen to my suggestions and to implement them.<br/><input type="checkbox"/> I'm not interested in influencing other people.</p> <p>4. <input type="checkbox"/> I offer ideas and suggestions that are commonly implemented by others.<br/><input type="checkbox"/> I don't offer many ideas and suggestions, and they are often ignored.</p> <p>5. <input type="checkbox"/> When I'm in charge, I want to share the management responsibilities with group members.<br/><input type="checkbox"/> When I'm in charge, I want to perform the management functions for the group.</p> <p>6. <input type="checkbox"/> I want to have clear goals and to develop and implement plans to achieve them.<br/><input type="checkbox"/> I like to have very general goals and take things as they come.</p> <p>7. <input type="checkbox"/> I like to change the way my job is done and to learn and do new things.<br/><input type="checkbox"/> I like stability, or to do my job the same way; I don't like learning and doing new things.</p> | <p>8. <input type="checkbox"/> I enjoy working with people and helping them succeed.<br/><input type="checkbox"/> I don't really like working with people and helping them succeed.</p> <p>9. <input type="checkbox"/> I get greater pleasure in team accomplishments.<br/><input type="checkbox"/> I get greater pleasure in personal accomplishments.</p> <p>10. <input type="checkbox"/> I seek harmony in teams and try to resolve conflicts.<br/><input type="checkbox"/> I avoid conflict and let group members resolve their own conflicts.</p> |
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To determine your leadership potential score, add up the numbers (0-5) for the first statement in each pair; don't bother adding the numbers for the second statement. The total should be between 0 and 50. Place your score on the continuum at the end of this assessment.

0 — 5 — 10 — 15 — 20 — 25 — 30 — 35 — 40 — 45 — 50  
Lower leadership potential Higher leadership potential

Generally, the higher your score, the greater your potential to be an effective leader. However, essentially no one gets a perfect score. The key to success is not simply potential but persistence and hard work. You can develop your leadership ability through this course by applying the principles and theories to your personal and professional lives.

If you want to be a leader, what areas do you need to work on to improve your leadership skills?

## SELF-ASSESSMENT 1-2

### Managerial Leadership Skills

Rate each statement by how well the behavior describes you on a scale of 1-5.

1                      2                      3                      4                      5  
Doesn't describe me                      Describes me

- |  |   |
|--|---|
| <p>1. <input type="checkbox"/> I enjoy working with things.</p> <p>2. <input type="checkbox"/> I enjoy working with people.</p> <p>3. <input type="checkbox"/> I enjoy working with conceptual ideas.</p> <p>4. <input type="checkbox"/> I like to work with technical things like computers and equipment.</p> <p>5. <input type="checkbox"/> I like to figure out people's feeling, attitudes, and motives.</p> <p>6. <input type="checkbox"/> I like to solve problems.</p> <p>7. <input type="checkbox"/> Following directions and procedures comes easy for me.</p> <p>8. <input type="checkbox"/> Getting along with a variety of people comes easy for me.</p> <p>9. <input type="checkbox"/> Analytical and quantitative reasoning comes easy for me.</p> <p>10. <input type="checkbox"/> I'm good at getting a task done by the deadline.</p> | <p>11. <input type="checkbox"/> I'm good at getting people to overcome conflict and work together.</p> <p>12. <input type="checkbox"/> I'm good at figuring out ways of overcoming barriers to get things done.</p> |
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To determine your score, add up the numbers (1-5) for each skill and place them on the following lines. Each skill score should be between 5 and 20.

- Technical skill** (items 1, 4, 7, 10)
- Interpersonal skill** (items 2, 5, 8, 11)
- Decision-making skill** (items 3, 6, 9, 12)

Your score for each skill is essentially a measure of your preference. As the first three questions ask, do you prefer working with things, people, or conceptual ideas, or are they equal? In this section, you will learn about these three skills and throughout the book you will be given the opportunity to develop your managerial leadership skills.

- 1. 4
- 2. 4
- 3. 3
- 4. 2
- 5. 5
- 6. 5
- 7. 4
- 8. 4
- 9. 3
- 10. 4
- 11. 3
- 12. 4

Technical skill 14  
Interpersonal skills 16  
Decision 15

1. What were your results of the Leadership Potential assessment on pages 3-4?
  1. The results of my leadership potential was a score of 37 points. According to the scoring this means I have a greater potential to be a leader which I would agree with due to my general evolvment with campus organizations.
2. What were your results for the Managerial Leadership Skills assessment on page 8th?

For the technical skills I scored a 14, for interpersonal skills I scored a 16, and finally for decision making skills I scored a 15.

3. What might the results of both assessments indicate about your leadership style? What do you feel are your strengths and what areas do you want to improve?

From these two assessments I feel that I still have a lot of work to do in my leadership skills, for example, my abilities to lead in relationship to technology are not great. I am not someone who functions very well with technology and therefore I try to avoid volunteering to lead anything related to such topics. A strength of mine I believe is the willingness to do anything in a leadership position within reason, in addition to my ability to be unconferrable as a way to be able to learn more.

4. How might you apply this information to your work as a social worker?

I think as a social worker this allows me to become more aware about what is outside my scope of practice. Such as if a client with challenge relating to technology I know working with them would require extra resources or referring them to another worker who could give them the best possible help they deserve. Additionally, this exercise helped me realize I don't need to be the one doing everything that it is okay to be both in the leader role and the follower role as a form of self care.