Assess Leadership Style of Self and Leader

Self-identification of leadership style

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**The Leadership Legacy Assessment Test results**

This test measures the leadership legacy using six metrics. These include the ability to be an ambassador, an advocate, a people mover, a truth-seeker, a creative builder, and an experienced guide. The maximum score for every metric is 25, and my results from the test are as follows:

Being an ambassador means I can handle different circumstances with grace. It also means I am the person who finds the connection between current performance and desired performance. I agree with this test result. I like seeing people succeed, and I ever hesitate to suggest ways that I believe can help them to get where they need to be. I also love speaking for people who cannot speak for themselves, and I expected to score 25 on advocacy. I enjoy taking the lead to defend people or ideas. My overall understanding of this metric is that a leader is someone who advocates both for people and ideas. For example, advocacy may involve convincing people of an idea or even defending the voiceless against oppression.

My test results also say I am a people mover because I have scored 23. A people-mover, according to the test, is a person who can quickly spot potential in individuals and help them to build their careers through motivation and providing parental, nurturing guidance. Also, a people-mover is a person who has many contacts because he/she is interested in helping many people. People movers seek to introduce people to new ideas and possibilities. A people mover, as Ryan and Carucci (2009) explain, is a person who "initiates, demands, and contemplates" (p. 87). People movers are also concerned about the personal welfare of their colleagues or followers. I agree with this test result because I think it represents many of my attributes. I am always very quick to notice talent in people, and when I do, I always want to help. Many people have told me that I am their mentor.

I am pretty much a level-headed person. I believe in finding the truth. I believe in the process, and I avoid shortcuts. Fairness and justice are some of the qualities I espouse. For example, I enjoy creating a level playing field where everyone has an equal chance of succeeding. I have always disliked cheating in examinations because it makes the playing field unleveled. Social problems such as disparities in education trouble me because they disadvantage some groups of people, thereby making the playing field unleveled.

I was surprised that I scored the lowest in the creative builder metric. I am a very creative person, and many people who know me always recognize this about me. I like doing things differently, and it always thrills me to have an opportunity to do something no one else has tried. With a score of 22, I think the test just reduced one of my greatest strengths. I may not be excited when a process starts, but I am always positive because I know I will get it right. I agree, however, with my test result as an experienced guide. Many of my friends believe I have everything figured out in my life. They always come to me for counsel and advice on many things. While I do not always have a solution, I always listen to them and help them think through the problem. In many cases, they have the answer, but they are too overwhelmed to realize. My role, therefore, is often to listen and help them know that they already have a solution in their midst.

**The leadership style of my invisible mentor**

My invisible mentor is a transformational leader. The tool that transformational leaders use is the emotional appeal. They use inspiration and motivation to gain the commitment of their followers. Their main job is to identify the need for change, create the vision, and draw upon the commitment of members of the organization to drive it. Another aspect of transformational leaders to encourage autonomy and self-management among the followers (Towler, 2019). My test results for this leadership test support many elements of a transformational leader. For example, my high score on the people mover metric indicates that I am a potential identifier, and this is consistent with transformational leadership's autonomy characteristic. Self-management and autonomy only work if the leader believes the employee or follower can pull it off. As such, it involves identifying the potential of self-management in people and giving them space to experiment with their abilities.

Transformational leaders also value creativity (Teymournejad & Elghaei, 2016). They create an environment where employees are encouraged to think critically and come up with new ideas. They also listen to employees and take their suggestions seriously. I am an overly creative person, and my test results show this with an astonishing score of 22 out of 25 on the creative builder metric. I am entrepreneurial, and I like taking risks. Similarly, transformational leaders are risk-takers. They allow employees to make mistakes so that they can learn from them. According to Shafique and Kalyar (2018), transformational leaders create a “secure environment to take risks" (p. 5). I believe that creativity cannot take place in a conservative environment. Transformational leaders not only create an environment that supports risk-taking, but they also encourage followers to take risks. For example, they encourage followers to experiment with their ideas and strengths. They allow and encourage them to test new approaches.

**An assessment of how I compare or differ with my invisible mentor**

I think I compare with my invisible mentor in many respects. For example, I like entertaining new ideas. I always try to solve problems in a new way rather than using the methods used by everybody. My test on creativity shows that I am a generally creative person. One of the main features of transformational leaders is their ability to not only entertain new ideas but also to take calculated risks to implement them. I think I fit well into the role of a transformational leader because I have a lot of respect for teamwork and collectivism. According to my test results, I am a people mover meaning that I like working with many people. I have many people in my contacts list because I love consulting and participating in collective action.

I also compare with my invisible mentor because I am an ambassador and advocate of change. I like taking the lead and always try to create a vision for others to follow. Transformational leaders are proactive. They take the lead as opposed to waiting on others to act, yet this is what I do every day. As an ambassador and advocate of change, taking the initiative to act is one of my most important qualities.

**Conclusion**

In summary, the Leadership Legacy Assessment Test measures leadership qualities across six metrics, including ambassador, advocate, people mover, truth-seeker, creative builder, and experienced guide. I score high across all these metrics. Based on these results, I think my invisible mentor would be a transformational leader. Transformational leaders are risk-takers, potential identifiers, and sources of inspiration and encouragement. I believe I am a perfect reflection of my invisible mentor because I have many attributes of transformational leadership.

References

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