eadership refers to the process by which a person influences a group to achieve a common objective. Thus, leadership isn’t only influential but also non-influential. According to Surji (2015), ‘’leadership is a position of mindfulness that desires to be able to take decisive actions, active listening motivating and empowering others in a humble, responsible and supportive way to encourage them to achieve the objectives as planned." The real work of leadership, however, involves skills to make the change happen. Although numerous research has been conducted on what makes a good leader, seemingly famous leaders become a good balance between their personality and readiness. An individual’s level of readiness for the leadership role as well as their personality (whether reactive or proactive), influences their abilities to become successful leaders. Through self-assessments, this report covers assigned leadership skill-building exercises particularly; proactive personality and leadership readiness. The report also incorporates the findings and conclusions from the self-assessment quizzes in the module and personal reflection.

Proactive personality

Proactive personality describes individuals who recognize opportunities, take initiative and action, and persevere until a meaningful change occurs. Stephen Covey (2011) documents that being proactive means accepting responsibility for one’s behavior (present, future, and past) and taking the initiative to make things happen, and believing that you have the power to make positive choices that may alter the negative. Not surprisingly, studies have indicated that proactive individuals have many desirable traits that organizations crave. For example, proactive individuals are more likely than others to be perceived as leaders and more likely to act as agents of change in organizations; they are more likely to achieve career success, challenge the status quo, and possess entrepreneurial activities.

Numerous researchers have studied the proactive personality and the influence factors in distinct ways. For instance, describing proactive personality as ‘’a disposition relating to individual distinctions in individual’s proclivity to take personal initiative in acting to influence their environments in a wide range of situations and activities’’, Bateman and Crant(1993) introduced the notion of proactive personality in organizational behavior research and believed that proactive personality was a positive trait driving people to take initiatives in attempts to avoid being hindered by situational factors. Based on Campbell (2000), a proactive personality encompasses five fundamental features: interpersonal competence, trustworthiness, and leadership; high job competence; a higher level pursuit and the quality of integrity; proactive qualities like independent judgment and initiate; and a high level of organizational responsibility and commitment.

The study of proactive personality has also been linked to career development. Rebecca & Fu (2016) discovered that a proactive personality positively predicted an individual’s career achievements. On the other hand, analyzing the differences between non-proactive and proactive people, Seibert et al. (2006) posits that proactive people were more active in work arrangements and career planning than their counterparts. Parker et al. (2010) documented that workers having proactive personalities had better performances compared to workers without this trait. Furthermore, a proactive personality plays a very crucial role in stimulating internal motivation, thus, people with proactive personalities actively influence their environments and seek new techniques to improve their performances (Chang et al., 2014)

After completing the self-assessment leadership building exercise on proactive personality, the findings indicated that my proactive personality result was 79. Based on the assessment exercise, scores in this range suggest that I have about average tendencies toward being proactive. Despite the results of the self-assessment exercises on proactive personality, I have always considered myself to be proactive. I have long believed that self-awareness is key to being proactive because if one isn’t aware of their negative reactions around them, they can't change their actions into positive ones. Important as it is, self-aware alone does not lead to being proactive. Will power and having an attitude of responsibility for ones’ life are needed too. This means having full control over your actions and never blaming others for your negative circumstances or mistakes. A proactive personality begins with self-awareness and gradually grows with willpower and taking responsibility for your actions. A proactive personality is a key in creating personal happiness and the kind of life that one desires.

It is important to note that a proactive personality greatly influences an individual’s way of leadership. Leaders are often faced with challenging situations as they undertake their daily activities. How they respond to those situations is most of the time influenced by whether or not they take a reactive or proactive approach to leadership. Unlike reactive leaders who wait for challenges to arise then later struggle to overcome them, proactive leaders anticipate challenges and have plans in place for handling them. They spend most of their time learning from past events and planning for the future, they rarely lose control, value their teams, and go to great lengths to make sure they can count on those people around them. Additionally, these leaders rarely do anything by accident as they are highly goal-oriented and quite organized.

Leadership readiness

Nearly every person, at some point in their career, will have to decide whether or not they would like to pursue a leadership role. However, many individuals tend to focus their considerations on the wrong factors. It is true that leadership positions come with more prestigious titles, extra perks, and pay bumps, but to be a successful leader, a person needs to ask themselves, if or not they are ready to take up the leadership role. Moving into a managerial or any other type of leadership role is a huge responsibility. It affects more than just your career (Hughes et al., 2010). It could either hurt or improve the entire organization in some way. For instance, a 2019 TINY pulse report revealed that employees with ineffective leaders were four times more likely to be actively interviewing for other jobs. The choice is also complicated by the looming fact that a leadership role will, undoubtedly, be quite distinct that the previous position. The necessary skills aren’t likely strengths one is regularly using. The leadership position could even reveal weaknesses, so if an individual isn’t ready, the transition can be jarring for their career. Before taking up a leadership role, it is significant to determine whether you are ready for the role.

Indicated by a score of 96 on the leadership readiness self-assessment exercise, it is safe to conclude that I am indeed ready to take up leadership roles. According to the leadership readiness analytics, this score indicates a high readiness for the leadership role. As argued by many scholars, leaders are made, not born. Leadership is a trait that is learned via practice and training. But only those individuals who are ready to become leaders can make it to effective and successful leadership. According to Al-Omari et al. (2012) readiness is described as the availability of the needed sets of abilities and skills in a person to become a leader. An effective leader should possess certain qualities that distinguish him from others and aid him/her influence others. There are numerous efforts by companies to build leaders that are ready for the future. Numerous development and training programs have been designed and implemented for the same. Such programs are working hard in issuing experiential learning to employees and improving their abilities to become leaders; however, the results are not 100 percent effective. This is partly since many individuals despite possessing the know-how of becoming leaders are usually never ready to take up the leadership roles handed down to them (Al-Omari et al., 2012).

To ensure their readiness to take up a leadership role, I would recommend that individuals put into consideration the following factors: first and foremost, the upcoming leader should understand that their responsibilities would greatly change. Chen & Silverthorne (2015) document that whether an individual is considering taking a leadership role within their current workplace or somewhere else, their daily duties will be distinct and probably not in ways that one would expect. Most of the time, leaders have to take on tasks that may result in doing what they don't love. Therefore it is important to be prepared for any forthcoming responsibility before deciding to take up the role. Secondly, one needs to determine the leadership style that would work best for them. This will let the aspiring leader know if they are indeed ready and what type of position meshes with their style. Lastly, leadership readiness involves identifying the holes in your knowledge. This means that if you aren’t sure what it takes to be a good leader, reach out to a more advanced leader and try to figure out some experiences and traits you’ll need. Hughes (2010) posits that it is also essential to inquire for honest feedback regarding your level of skill before embarking on this huge task.

The analysis of literature does suggest that however the term leadership is defined, there is significant evidence that the underlying personality trait of being proactive and the readiness of the leader to take up the role serve as essential factors in determining the success, performance as well as the power of the leader. These are very essential because while various skills related to effective leadership like communication and problem solving can be genetically induced, these personality traits are developed via training.

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