Core Assessment

Student’s Name

Institution Affiliation

Core Assessment

**Introduction**

Every leader has to have followers. For this reason, one cannot be a leader without followers. As much as leaders are an integral part of a team or organization, the followers also play an essential role in the achievement of the laid down goals. As defined by Alshoven et al., (2013), leadership is the social influence whereby the leader maximizes the efforts of others, in a bid to achieve the desired goals. A follower refers to an individual who is in service of another person that has a particular set of ideas. A team refers to a group of people working towards achieving their goals.

**Findings from Personality Assessments**

From my personality assessment it clear that a follower needs to be a good team player to be successful in an organization. In a team or organization setup. One has to interact and work together with other team members, to achieve a particular goal. For this reason, a follower has to be a team player to work in harmony with others. It is also essential for a leader to be assertive when giving followers instructions to ensure they do not conflict on their roles. I have found that being honest as a follower can significantly help in declaring what one can or cannot do. The reason for this is that when one fails to say that they do not have the skills to perform a particular task, they will end up performing substandard.

**Analysis of Strengths and Weaknesses**

According to relationship theories, much focus should be put upon the connection and relationship formed between leaders and followers. Transformational leaders motivate and inspire team members by helping them gain the skills necessary to perform different tasks. Relationship theories also focus on the performance of group members. Some of my strengths include being honesty in my work delivery and having a positive attitude in what I do. According to Davenport et al., (2016), workers who have a positive attitude towards work are likely to experience improved productivity. Intrinsic motivation is another strength that I possess since I normally put my heart into everything I do. This means that I perform my work to the highest quality that I can.

One of the weaknesses that I plan to address is multitasking. While I am a hardworking person, often when I have multiple tasks that need to be handled simultaneously, I tend to get nervous and end up ruining one of the tasks. As explained by Woods (2014), the current job market requires employees who can work on several tasks at once. Another weakness I discovered is my adaptability issues. With the current shifting market demands and development of new technologies, organizations are likely to experience changes in their operations. Such changes require employees to adapt and evolve as well, to remain relevant.

**Goals**

My short-term goal is to work on my areas of improvement, especially multitasking. One way to work towards this is to learn to concentrate. Learning how to focus entirely on what am doing at any given moment is essential for multitasking. I also plan to task working in blocks of times, to endure I give all the tasks priority. I also plan to keep abreast of various changes and trends in the industry. My long-term goal is to achieve as many skills I can as a follower so that I can be a future leader who knows the issues facing followers.

**How to utilize this information to prepare for the future**

This information is essential in my career since it acts like my current evaluation of skills, where I can keep tabs on my developments and achievements. This information will help monitor my progress as I continue learning and gaining different skills.

**Conclusion**

From my assessment, I find that I’ve found that there’s room for improvement. As a follower, my personality, attitude, and teamwork can greatly contribute to my productivity in both learning institutions and the workplace. Having understood my weaknesses, I can put the necessary measures to ensure that I turn them into my strengths.

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