Core Assessment

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**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 achieving the laid down goals. As defined by Alshoven et al. (2013), leadership is the social influence whereby the leader maximizes others' efforts to achieve the desired goals. A follower refers to an individual who is in service of another person with a particular set of ideas. A team refers to a group of people working towards achieving their goals. Both followers and leaders depend on one another for quality results. Effective followers shape the behavior by leaders and these leaders play a significant role in developing employees into great followers. Overall, leadership is an influencing role. When one is in authority, they influence the actions by others where the attitudes entailed by followers also govern their obedience to authority. Therefore, managers ought to adjust their current behavior and focus on listening to different views presented by the followers.

**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.I have found that being honest as a follower can significantly help declares what one can or cannot do. This is because when one fails to say that they do not have the skills to perform a particular task, they will end up performing substandard.

Additionally, a follower should be realistic. They should accept that leaders are prone to make mistakes hence it is important to adjust their expectations in times of crisis. This acceptance helps build strong relationships between leaders and followers thus we should view leaders as they are while not placing high expectations. Also, effective followers are supposed to present realistic images concerning their lives. They should not hide the weaknesses and covers various mistakes to appeal team members. Furthermore, it would be wrong for followers to criticize the leaders to third parties, instead they should constructively disagree with the ideas and views making sure they offer an alternative.

Healthy relationship between leaders and followers are build through honest and open communication. This relationship is accompanied by mutual respect instead of concentration on hierarchy and formal authority. Also, my personality assessment indicate the importance of being a resourceful follower in an organization. such a follower understand their impact to an organizations which would either cause failure or success to a firm. They are keen to learn about the goals and visions entailed by a leader so that they can help attain them. When followers are candid concerning their constraints and weaknesses, they become resourceful to the leader incorporating their strengths towards to success of the institution.

**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 honest 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 usually put my heart into everything I do. This means that I perform my work to the highest quality that I can.

A positive mindset helps me build strong relationships with co-workers and group members in class discussions. As a leader, I am aware that when team members have a positive attitude, they always produce quality results and motivated to incorporate new ideas towards success of the organization. A positive attitude has helped me cope with challenging circumstances in the past. In the workplace, executive leaders present their expectations but it could be difficult to meet them due to certain prevailing factors. However, brainstorming with other members helps arrive at an appropriate idea to mitigate through the challenges.

Self-discipline is a strength that has enabled me to take control over my actions. This means that I am focused to follow through my promises which enable me to achieve personal and organizational goals. Self-discipline is also an important aspect that helps avoid procrastination hence aiming at implementing ideas highlighted.

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 functions. As explained by Woods (2014), the current job market requires employees who can work on several studies 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.

Another weakness is my impatience when the team fails to deliver timely results. When working in a team, it means that the members have to consolidate their ideas to come up with a conclusive approach. However, it becomes challenging when these members seem reluctant which forces me to arrive at independent conclusions. To avoid team conflict, I tend to pursue roles that would require me to work independently. However, I am working on this weakness by engaging in workshops that enhance team building. Working independently may not produce quality results since different ideas from other individuals would enhance effectiveness.

**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 I am doing at any given moment is essential for multitasking. I also plan to work in blocks of times; to endure, I prioritize tasks. I also plan to keep abreast of various changes and trends in the industry. Creating a list of tasks that I should carry out within a day is a good way to avoid multitasking which is likely to lead to poor results. Through prioritizing on the different agendas, every task would get my full focus ensuring that the crucial ones are completed timely. In case I do not accomplish the tasks set for a particular day, it would be crucial moving the items to the following day. My long-term goal is to achieve as manyskills I can as a follower to 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 significantly contribute to my learning institutions and workplace productivity. Having understood my weaknesses, I can put the necessary measures to ensure that I turn them into my strengths.

References

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