

Self-Assessment & Reflection Form

Self-Assessment Form

Area	Evaluation	Notes
Leadership Strengths	Systems thinking, ethical judgment	Demonstrates awareness of feedback loops, workload distribution, and team morale (Abukalusa & Oosthuizen, 2025).
Areas for Improvement	Delegation under pressure	Shows a tendency to over-monitor tasks in high-stakes environments.
Progress Toward Goals	On track with planned milestones	Regular progress updates and Gantt chart management were sustained throughout the ELR portfolio phases (Lam, 2024).
Next Quarter Action Items	Mentor pairing, AI tools certification	Strategic pairing with experienced leaders and technical upskilling are planned.
Soft Skills Focus	Motivational communication strategy	Models drawn from Rosalind Brewer's stakeholder-inclusive leadership approach (Kumar & Perepu, 2023).

This reflection encompasses several key real-life leadership theories and practices. The case of Toyota illustrates the systems-based approach to decision-making, as the company halted production to train its employees in craftsmanship skills that would improve its long-term quality of defects (Hino, 2024). This aligns with leadership practices that prioritize sustainable value over short-term performance. Similarly, feedback systems were designed to enhance communication, clarify roles, and foster inclusion within engineering work environments. These systems are instrumental in indicating the cultural transformation at General Motors under Mary Barra, who drove transparency through initiatives such as Up

Safety, aimed at reducing defects (2023). These two examples highlight the importance of long-term thinking, data-driven feedback cycles, and ethical leadership in a technical setting. These observations will be utilized in the following action cycle to foster a culture of delegation and mentorship-based development, thereby supporting the growth of leadership maturity.

References

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