

Name: Jennifer Stout

Leadership and Organizational Behavior

Assignment 1: Assessment and Understanding

Knowing your strengths and weaknesses as a leader is key to leading effectively. Do you know yours? Take the *Leadership Assessment* and answer the following questions. Write **at least five sentences** for each question.

Chapter Score:

Chapter	Score
1	15
2	13
3	15
4	13
5	14
6	14
7	14
8	14
9	14
10	13

1. What chapter(s) did you score the highest? Give an example when you displayed this leadership skill.

The chapters where I scored the highest were: Chapter 1 – You make a difference, Chapter 3 – Values drive commitment. I have not always been in belief of my leadership. I am a middle child to heart and I also have had a learning disability from a young age. I was very well aware of just how much my disability held me back; I saw this mostly when it came to trying to be a leader in a group project. I assumed that the other students in my classes would be smarter at everything, so let others step up to this calling. It wasn't until the middle of high school I realized that I was a better leader than most when it came to the arts, French, math, and history. I excelled in these areas because these areas interested me.

I have displayed chapter one just recently when my older sister (7 years older than me) passed away unexpectedly. I was taken back on how bad my family was handling the situation, and just how little they knew about holding each other up. It is small, but anyone who has had to grieve would understand you don't want to eat after a bad situation such as ours. I stepped up and I told my family we are going to sit down and if I eat you have to eat. Slowly but surely we gained our appetite back and were able to work through that part.

Chapter three has played a bigger role in my life just this past year. I started working in the world of banking. I was scared and was unsure about myself. I decided to focus on what I could do and how I could do it better than even my boss expected me to. One thing that was lacking at my branch was building the trust and the reputation to our customers. I started bring value to our conversations, which would lead them to trust me and allow me to help them with a loan or a mortgages. This would happen since I was someone they could trust. In return my bosses' saw the value I held and the value I put out. As a result I was trusted to become more than just a teller, but a personal banker in under a year.

2. What chapter(s) did you score the lowest? Why do you think you scored lower in this area?

The chapters in which I scored the lowest on would be the following: Chapter 2 – Credibility is the foundation of leadership, Chapter 4 –Focusing on the future set leaders apart, and Chapter 10 – You either lead by example or you don't lead at all. I scored a 13 on each of these chapters, so I would not say that I did too badly at all. I know that these are my lower chapters, since sometimes I become a bit unfocused and self-defeated when I do not succeed after working hard to do so. I feel if I work hard like I have these past few months, since my sister passed away, that I will have worked hard enough to improve on these scores. If you would have asked me just a year ago these areas would be a lot lowers. Hard work is the key success and this is very true in my case. I just have not perfected them.

3. Choose one chapter that you would like to focus on this month. What is the chapter and why did you choose it?

The chapter I would choose to focus on this month would be chapter 4 – Focus on the future sets leaders apart. I would choose this chapter because the future has always been put off by me. Between personal health concerns and lack of what the future may hold career and health wise I was unsure of how to approach the future. I have started the journey at becoming better by starting with an education which would be more rewarding for a future career and family. I would challenge myself to narrow down different career opportunities that I would want to work for and also to learn about what I might need to do to get those career while I am still in school. My health is still a concern, but since have just realized that even if you are healthy that tomorrow is not guaranteed. I saw in January just how precious your time here on Earth is and how you should not hold back your potential for any reason whether it be health or fear.

4. Do you consider yourself a leader? Why or why not?

I might be "beating a dead horse" but until the loss of my sister I would never have guessed myself to be such a leader in my personal or career life. I have since stepped up to be a co-administrator of my sisters estate, taking difficult phone calls which my mom feared, and also making critical decisions about my current job that I did not want just months ago. As of today, I would consider myself a leader. I have inspired my family to step up and heal; Even though the wounds will never be fully healed. I have also taken initiative to train myself and seek training for valuable parts of the banking world. Instead of stepping aside and asking someone else to do it have asked to be trained and shown how to do it for next time.

5. As the authors have shown, the most impactful leaders are those we know and are usually those closest to us. **Describe the best leader you have personally known and why you chose him/her.** This could be a family member, current or past manager, sports coach, friend, etc.

The best leader to me would be my older sister whom just passed away. She has always acted like a second mother and gave me guideless when I needed it. She also challenged me to learn the skills I lacked or executed poorly. Even when it was hard to hear she was there to give the blunt truth, but then show me the right way to go about doing them and cheer me along the way. She was also a very well educated individual, and always wanted to gain more experience and knowledge. She was an expert learner and teacher.

I cannot say enough to do her justice, but even in the short time that she has passed the values and lessons she taught me throughout our time together have been called upon many times. Because of her I was able to restore her name just yesterday at her inquisition and able to give her the creditability that she deserved. Normal, I am not the type of person to set up as a speaker for something like the inquisition, but because I know she would have done it time and time again for me. I was able to step up with her in mind. Not only had I stepped up, through encouragement and support my two younger sister also stepped up to speak to a jury of peers. I can still see all of her hard work coming to play again and again. Even though she is gone, she will always be my leader in everything it do and a cheerleader from above.