# MODULE 6 UNIT 3

## Activity submission

Learning outcome:

LO3: Reflect on opportunities for the future based on acquired knowledge and insight.

### Name: Donal Phipps

#### 1. Instructions and guidelines (Read carefully)

##### Instructions

1. Insert your name and surname in the space provided above, as well as in the **file name.** Save the file as: **First name Surname M6 U3 Activity Submission** – **e.g., Lilly Smith M6 U3 Activity Submission.** **NB:** *Please ensure that you use the name that appears in your participant profile on the Online Campus.*
2. Write all your answers in this document. There is an instruction that says, “Start writing here” under each question. Please type your answer there. Question 1.1 also requires you to paste a screenshot, or summarize, your 4-CAPS+ skills profile scores, under the instruction that says, “Paste your screenshot, or summarize your scores, here.”

3. Submit your assignment in **Microsoft Word only**. No other file types will be accepted.

4. Do **not delete the plagiarism declaration** or the **assignment instructions and guidelines**. They must remain in your assignment when you submit.

**PLEASE NOTE:** **Plagiarism cases will be investigated in line with the Terms and Conditions for Participants.**

IMPORTANT NOTICE: Please ensure that you have checked your program calendar for the due date for this assignment.

##### Guidelines

1. There are 6 pages and 2 questions in this assignment.

2. Make sure that you have carefully read and fully understood the questions before answering them. Answer the questions fully but concisely and as directly as possible. Follow all specific instructions for individual questions (e.g. “list,” or “in point form”).

3. Answer all questions in your own words. Do not copy any text from the notes, readings, or other sources. **The assignment must be your own work only.**

|  |
| --- |
| **Plagiarism declaration:** |
| **1. I know that plagiarism is wrong. Plagiarism is to use another’s work and pretend that it is one’s own.**  **2. This assignment is my own work.**  **3. I have not allowed, and will not allow, anyone to copy my work with the intention of passing it off as his or her own work.**  **4. I acknowledge that copying someone else’s assignment (or part of it) is wrong, and declare that my assignments are my own work.** |

#### 2. Questions

In this program, you explored your own leadership signature, learned about the capabilities of effective leaders as outlined in the 4-CAPS+ Leadership Framework, and discovered how to use X-teams as vehicles for distributed leadership and innovation. For this activity submission, use your acquired knowledge to think about what the dynamic future holds for you and your team. Answer the questions that follow.

##### Question 1

In the interactive infographic, you scored your capabilities using the 4-CAPS+ Leadership Framework. Question 1 considers this score and your 4-CAPS+ skills profile.

###### Question 1.1

Paste a screenshot of your result for the interactive infographic. Alternatively, summarize the areas of the 4-CAPS+ Leadership Framework in which you scored highly, and the areas that reflected lower results.

Paste your screenshot, or summarize your scores, here:

A screenshot of a cell phone

Description automatically generated

Figure 1

Figure 1, above, shows my personal visualization of my leadership capabilities and the capability sub-dimensions. This was created using an Excel document which I made to help me understand and measure the 4-CAPS+ framework.

Vertical bars on the far left of each box show my overall ability for a given capability, where 1 = Not at all skilled, 2 = Somewhat skilled, 3 = skilled and 4 = Exceptionally skilled. Radial charts in the centre of each box show the same skill values for the sub-dimensions.

Full excel file available at <https://github.com/Phippsy/mit-leadership/blob/master/projects/self-assessment.xlsx>

###### Question 1.2

Based on your 4-CAPS+ skills profile, what does your future as a leader look like? In your answer, consider the following criteria:

* Explain how your capabilities will play a role in your career trajectory and ongoing challenges. Which capabilities will be most valuable to you going forward?
* List three skills that you want to improve going forward, and explain how you will do this. Remember, it is not always wise to focus on your lowest scores. Your leadership signature can be strengthened by improving the things that you do well and looking to others to complement your skills.
* Reflect on how your leadership signature might change in the next five years as you further develop these three skills. Explain how this change will benefit you.

(300–400 words)

Start writing here:

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##### Question 2

Since no leader can operate alone, what does your team’s future look like? In your answer, consider the following criteria:

* If you do not currently have a team, write about a future team that you would like to create.
* Going forward, what types of individuals would you include in your team to complement your skills? How will they increase your team’s ability to adapt and thrive in an exponentially changing world?
* Will you distribute leadership throughout your team? Explain your answer.
* Will you create an X-team or “X-ify” your current team? Explain your answer.

(200–250 words)

Start writing here:

#### 3. Rubric

Your submissions will be reviewed according to the following rubric.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Criteria not met** | **Criteria met** | **Good** | **Exceptional** |
| **Reflection on how capabilities might play  a role in the future (Question 1.2)**  *Participant explains how their capabilities will play  a role in their career trajectory and ongoing challenges, focusing on the capabilities in which they are skilled, and which will be most valuable going forward.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially explains how their capabilities will play a role in their career trajectory and ongoing challenges. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately explains how their capabilities will play a role in their career trajectory and ongoing challenges. All relevant aspects are addressed. | Participant perceptively explains how their capabilities will play a role in their career trajectory and ongoing challenges. All relevant aspects are insightfully addressed. |
| **Reflection on which skills to improve going forward (Question 1.2)**  *Participant explains which skills they want to improve going forward, and how they will do this.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially explains which skills they want to improve going forward and how they will do this. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately explains which skills they want to improve going forward and how they will do this. All relevant aspects are addressed. | Participant perceptively explains which skills they want to improve going forward and how they will do this. All relevant aspects are insightfully addressed. |
| **Reflection on future leadership signature (Question 1.2)**  *Participant considers how their leadership signature might change in the next five years as their skills improve, and what benefits this change might bring.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially considers how their leadership signature might change in the next five years as their skills improve, and what benefits this change might bring. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately considers how their leadership signature might change in the next five years as their skills improve, and what benefits this change might bring. All relevant aspects are addressed. | Participant perceptively considers how their leadership signature might change in the next five years as their skills improve, and what benefits this change might bring. All relevant aspects are insightfully addressed. |
| **Reflection on possible team members going forward (Question 2)**  *Participant details what types of individuals they would include in their team to complement their skills and explains how these team members will increase the team’s ability to adapt and thrive.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially details what types of individuals they would include in their team to complement their skills and explains, to some degree, how these team members will increase the team’s ability to adapt and thrive. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately details what types of individuals they would include in their team to complement their skills and explains how these team members will increase the team’s ability to adapt and thrive. All relevant aspects are addressed. | Participant perceptively details what types of individuals they would include in their team to complement their skills and convincingly explains how these team members will increase the team’s ability to adapt and thrive. All relevant aspects are insightfully addressed. |
| **Reflection on possibility of distributing leadership throughout the team going forward (Question 2)**  *Participant discusses whether or not they will distribute leadership throughout the team and explains their decision.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially discusses whether they will distribute leadership in their team going forward and explains their decision to some degree. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately discusses whether they will distribute leadership in their team going forward and explains their decision. All relevant aspects are addressed. | Participant perceptively discusses whether they will distribute leadership in their team going forward and convincingly explains their decision. All relevant aspects are insightfully addressed. |
| **Reflection on possibility of creating an X-team going forward (Question 2)**  *Participant discusses whether they will create an X-team and explains their decision.* | No submission or attempt.  OR  The response is not related to the question. | Participant partially discusses whether they will create an  X-team and explains their decision to some degree. However, at least one aspect of the answer is irrelevant or inadequately addressed. | Participant adequately discusses whether they will create an X-team  and explains their decision. All relevant aspects are addressed. | Participant perceptively discusses whether they will create an X-team and convincingly explains their decision. All relevant aspects are insightfully addressed. |
| **Structure and logic of writing**  *Submission is clearly and logically structured.* | No submission or attempt. | Submission has some logical structure and is clear enough to comprehend. | Submission is well-structured in terms of logic and clarity. | Submission is exceptionally well- structured in terms of logic and clarity. |