

## Leadershape Assessment Summary 2013

The University of Iowa's Leadershape Institute was held January, 2013. Participants completed a pre-test, post-session evaluation, and a post-test which measured leadership attitudes, and their definitions of leadership.

### PRE-TEST

Item	Pre-Test	Pre-Test
	Mean (1 = Strongly Disagree, 5 = Strongly Agree)	% who agreed or strongly agreed
<i>I have confidence in my ability to take risks.</i>	3.9	81.5%
<i>I have confidence in my ability to manage and resolve conflicts.</i>	4.0	88.9%
<i>I have confidence in my ability to identify my own strengths and weaknesses.</i>	3.7	63.0%
<i>I have confidence in my ability to develop relationships with others who are different from me.</i>	4.0	77.8%
<i>I have confidence in my ability to create and implement changes in my organization or community.</i>	3.5	79.6%
<i>I have confidence in my ability to commit to and act consistently with my core ethical and personal values.</i>	4.2	88.9%
<i>I have confidence in my ability to recognize when my behavior is not in congruence with my values.</i>	3.9	76.0%
<i>I have confidence in my ability to successfully delegate tasks and responsibilities.</i>	3.7	66.7%
<i>I have confidence in my ability to effectively communicate verbally with my peers.</i>	4.0	65.2%
<i>I have confidence in my ability to effectively communicate nonverbally with my peers.</i>	3.4	44.5%
<i>I have confidence in my ability to create a vision or ideal future for my community or organization.</i>	3.3	37.1%
<i>I have confidence in my ability to articulate the action steps necessary to implement my vision.</i>	3.3	42.6%
<i>I have confidence in my ability to produce extraordinary results.</i>	3.6	53.7%
<i>I have confidence in my overall capacity to be a successful leader.</i>	4.0	83.3%
<i>I can clearly articulate my ethics and values to others.</i>	3.7	70.4%
<i>Leadership can be assessed by looking at the positions an individual holds.</i>	2.6	22.2%
<i>My ability to develop relationships with people different from me is fundamentally important to my leadership.</i>	4.1	87.1%
<i>I actively seek out people for feedback or guidance.</i>	3.7	55.5%
<i>I view conflict in groups as something to be avoided.</i>	3.1	35.2%
<i>I have a sense of purpose as a leader.</i>	3.9	71.7%
<i>People are either leaders or followers.</i>	2.6	20.4%
<i>I have the skills to be successful in groups or teams when working towards shared outcomes.</i>	4.1	94.4%
<i>A willingness to be vulnerable is an important part of being a leader.</i>	3.9	76.0%
<i>Anyone can lead.</i>	4.0	72.2%

## PAIRED SAMPLES T-TEST ON CORE ITEMS

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Five (5) core items appeared on both the pre-test and the post-test about three months after the Leadershape Institute. For these items, a Paired Samples t-test was conducted and statistically significant findings are noted. Students who did not complete the post-test are excluded from the analysis, therefore pre-test means may differ from above.

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<i>Item</i>	<b>Pre-Test Mean (1- Strongly Disagree, 5- Strongly Agree)</b>	<b>Post-Test Mean (1- Strongly Disagree, 5- Strongly Agree)</b>
<i>I can clearly articulate my ethics and values to others. *</i>	3.6	4.3
<i>I view conflict in groups as something to be avoided. *(Note: a low mean is desirable)</i>	3.0	2.2
<i>People are either leaders or followers. *(Note: a low mean is desirable)</i>	2.6	1.9
<i>I have a sense of purpose as a leader. *</i>	3.9	4.4
<i>I have the skills to be successful in groups or teams when working toward shared outcomes. *</i>	4.1	4.5

\*Change of pre-test to post-test means is statistically significant,  $p < .05$

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## QUALITY MEASURES

<i>Item</i>	<b>Mean</b> (1 = Strongly Disagree, 7 = Strongly Agree)	<b>% Agree or Strongly Agree</b>
<i>In general, the Leadershape Institute was a valuable experience in developing my capacity to lead.</i>	6.4	85.2%
<i>I would recommend the Leadershape Institute to others.</i>	6.7	77.9%
<i>The information I received prior to my arrival on site was helpful in preparing me for my session.</i>	5.3	42.6%

## DEFINING LEADERSHIP

An open-ended item on the pre- and post-test asked participants to define leadership. The responses were analyzed for the seven elements of leadership defined during the institute: Community, Relationships, Integrity, Vision, Action, Positive Change, and Possibility.

Element of Leadership	Pre-Test Definitions mention this element	% of definitions including this element (pre)	Post-Test Definitions mentioning this element	% of definitions including this element (post)
Community	0	0%	1	2%
Relationships	8	22%	10	24%
Integrity	3	8%	13	31%
Vision	2	5%	3	7%
Action	18	49%	13	31%
Positive Change	5	14%	5	12%
Possibility	0	0%	1	2%

Wordle™ depictions of the pre-definitions and post-definitions of leadership indicate a shift in focus from individuals as leaders who guide a group, to emphasizing the common good, integrity, vision, and values. (Full page versions are included at the end of this document)



## APPLICATION OF LEADERSHAPE LEARNING

Question	Not at all (1)	Not very much	A little (3)	A moderate amount	Very Much (5)	Total Responses	Mean
Since LeaderShape ended, to what extent have you applied what you learned in your everyday life?	0.00%	2.38%	9.52%	66.67%	21.43%	42	4.07

88%

95% of respondents were able to provide a specific example of how they have applied Leadershape learning to their everyday lives. Examples were situated in the following themes:

Theme	Examples	Sample Quote	# of mentions
<b>Applied Leadershape concepts to other settings (classroom, organizations, etc.)</b>	<p>"How fascinating";</p> <p>"Feedback is love";</p> <p>"Social Entrepreneurship";</p> <p>"Sitting in the front row of one's life"</p>	<p><i>"I have used the 'How Fascinating' mantra presented during Leadershape to help ease the stress of losing an inventory of over 3000 items at my job due to a software crash. This allowed me to be able to think rationally rather than get angry about the situation and resulted in an effective interaction with people to get the issue fixed."</i></p> <p><i>"Sit in the front row of your life. This inspires me a lot. I was hesitating whether to apply for the Onlowa! leader a while ago because I wasn't sure whether I could do the job well. Suddenly, this sentence came to my mind. I knew that I should try out things that I have never done before. I wanted to make my college life more valuable. Then I immediately started the applying process. Fortunately, I got the position. I am enjoying doing related activities with Onlowa! and can't wait for the orientation 2013 to begin! Being more active and positive is very essential if I want to sit in the front row of my life. I believe I am achieving this goal day by day. Becoming an Onlowa leader is just a good start!"</i></p>	13 out of 42 examples
<b>Feedback and Conflict</b>	<p>Openness to feedback;</p> <p>willingness to listen to others and to share own ideas;</p> <p>dealing with conflict directly;</p> <p>getting everyone's input</p>	<p><i>"In my role as an executive member of my sorority, I have been more open to feedback in regards to the strategies and my role in the organization. I have been consciously aware to try to be open to people's opinions, even though it could potentially lead to conflict."</i></p>	9 out of 42 examples

Theme	Examples	Sample Quote	# of mentions
<b>Taking Action/Being more assertive</b>	Becoming a group leader; taking action on one's vision	<i>"I took charge of a group project in one of my classes. I was able to bring everyone together in a way was helpful, inclusive and productive."</i>  <i>"I have taken action in what I want to make happen. I wanted a job, and I got one. Instead of just thinking and not making it happen, I finally took action."</i>	9 out of 42 examples
<b>Using strengths and understanding weaknesses</b>	Encouraging others to become leaders; understanding one's leadership tendencies	<i>"I have realized that sometimes I need to be more direct and assertive."</i>  <i>"When I work with others I try to see where their strengths are and how they can best add to the group or situation."</i>	7 out of 42 examples
<b>Congruence</b>	Refocused on values; increased confidence in ability to be one's authentic self	<i>"I try to be more myself when I am working with others, and less of who I think they expect me to be."</i>  <i>"I think about my vision when I choose my majors; Having a better understanding of myself as an "I" leader, I lead in a more efficient way."</i>	6 out of 42 examples

## PARTICIPANT PROFILE

	# of Students	% of Students
<b>Gender</b>		
Female	33	61.1%
Male	21	38.9%
<b>Age</b>		
17-18	5	9.3%
19-20	28	51.9%
21-22	15	27.8%
23-24	3	5.6%
25 or older	3	5.6%
<b>Year in School</b>		
First year	7	13.5%
Sophomore	12	23.1%
Junior	21	40.4%
Senior	6	11.5%
Graduate	6	11.5%
<b>Race/Ethnicity</b>		
Multiracial	2	3.9%
American Indian/Native American	1	2.0%
Asian American/Pacific Islander	12	23.5%
Black/African American	1	2.0%
Latino/Hispanic	2	3.9%
White/Caucasian	33	64.7%

## A-HA MOMENTS

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“Finding myself again”

“DISC” leadership inventory

“Feedback is love”

“It is possible to build a community where no one is left out or picked on”

## NOTES AND RECOMMENDATIONS

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- ❖ Consider what needs are not being met with regard to pre-arrival information. Could a website or ICON site be established that answers past FAQ’s from Iowa Leadershapers? Comments in this area were generally about logistics (tell us to bring a water bottle, tell us the rooms can be hot or cold), information which can be provided relatively easily ahead of time, if it isn’t already.
- ❖ Definitions of leadership were more nuanced after the Retreat. However, leadership elements that may warrant more emphasis in the sessions or family cluster time include **community** and **possibility**.
- ❖ Continue asking students at the post-test to provide an example of how they have applied Leadershape learning to everyday life. These real-life examples are a rich source of assessment data indicating longer term change.
- ❖ Continue to consider strategies for attracting a diverse pool of participants. The Iowa N.E.W. Leadership Institute at WRAC has had this as a specific goal over the past few years and has demonstrated great progress. They may provide helpful tips in this regard.





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