OSM1 Task 1: Self-Assessment

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IT Leadership Foundations – D194

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A. Describe what you learned about yourself based on the results of your self-assessment.

As presented via the '*CliftonStrengths*' self-assessment, my top five assessment results list the following as personal themes, a learner, achiever, restorative, responsibility, and harmony. Personally, this evaluation portrays the themes I do prioritize above all; these themes are precisely the way I intend to think and carry as an individual every day.

I am first and foremost a learner, such that I look to every situation good or bad attempting to learn in any possible way. Learning is the only way of breaking away from patterns that do not achieve results. I am an achiever similarly in the way I learn, the more done (achieved/learned), the more to stack against new challenges life brings daily. Finding a sense of achievement after applying all knowledge applicable is a priority for me. I am restorative by understanding regardless of how complicated, there is a solution for every problem whether through brute force or elegant problem solving and everything in between. I am responsible by being loyal to the situation and fulfilling my duties until they are finished properly along with following up should the scenario present itself. I am harmonious in my approaches to life, when working through scenarios, I try tremendously to find solutions that only bring a consensus.

These themes are important to my current role as a Database Administrator within my I.T. department. This being my first year on the team and working in the field, learning has been a fundamental dependency. Anybody with relevant skills could be hired onto a team, however, the workflows and tables in a database are extremely distinct to each company. Being a proactive learner lets me understand what data means and how it should be used properly for the company. As an achiever, I strive every day to achieve data integrity by protecting our customers' data. Alongside, achieving my bachelor's degree to further validate myself as a professional who represents my employing business. Restorative expects consistency and logic, in my position. New solutions are needed and old solutions need maintenance/evolution. Being restorative, I am ready to consistently apply logical and critical thinking for solutions our customers use for respective business needs, with the use of data. Sometimes,

these solutions do not come easy. Knowing that there is a solution for every problem is key to database administration. Responsibility is arguably the top quality needed when administrating database(s). There could be multiple data laws a customer is protected by. Being responsible expects honest and logical approaches to how data is kept safe, without the risk of PII or PHI leaks as examples. Last, though definitely not the least, harmonious. The database team I work with must be on the same page at all times to properly administer the data we hold. I can work with my teammates along with the rest of the I.T. department to properly handle ideas that gravitate to a consensus on how to handle a new situation or maintain an old one.

The '*CliftonStrengths*' self-assessment has brought to light the strengths I possess as an individual. These strengths are necessary for any field in computer science with the transition to technological integration of today.

A1. Provide evidence of completion of the self-assessment.

CliftonStrengths® for Students

Welcome to CliftonStrengths for Students, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days easier, bring clarity to your role as a student and help you thrive academically, socially and in your future career.

Use this report to learn about your results and better understand what you naturally do best as a student. Then, go implement the action items into your role responsibilities — starting today.

YOUR TOP FIVE THEMES

1. Learner
Use your passion for learning to add value to your own and others' lives.

2. Achiever
Bring intensity and effort to the most important areas of your life.

3. Restorative
Remember that every problem has a solution. Find the answers.

4. Responsibility
Take ownership for the things that matter most to you.

5. Harmony
Help others find common ground through practical solutions.

Each Theme Fits Into a Leadership Domain

■ **EXECUTING** themes help you make things happen.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

B1. Identify your SMART goal.

GOAL: Improve my confidence when attending department-wide weekly meetings, bypassing the internal feeling of "youth", as I am the youngest in my department by nearly a decade. Extended, feel more confident to represent my team in department meetings regardless of age difference department-wide.

S – Improve my confidence by becoming comfortable presenting what I know from what I learn and achieving daily about ongoing work within the team I represent.

M – This goal can be achieved by practicing describing current activities on our team's backlog every day for the 6 days between the last weekly meeting and the next meeting.

A – I will use half of my hour lunch break, 30 minutes, to practice describing the current activities we are responsible for as a team, using what I've learned so far and how they apply to the company, in a fake virtual meeting.

R – Having the confidence to present myself regardless of audience will help me establish myself as a responsible leader who takes pride in displaying the solutions we achieve and how what we learn applies to the company; to get a general idea or consensus on how important our team is to the company.

T – In one week I have a meeting, every week, where I will display effective communication skills and confidence to provide team social versatility and showcase the solutions we achieve and the things we as a team learn, regardless of the current self-image of my youth.

B2. Explain how your SMART goal supports the development of leadership skills.

Every leader is set to have leadership skills. By having the confidence to not shy away from keeping the company up-to-date and the communication skills necessary to present the work the team does, my team of 3, gains social versatility in meetings and another leader in the department. I then will become capable of successfully leading meetings where input from the database team is needed and the ability to lead my team whenever applicable.

B3. Explain how the strengths identified in your self-assessment will help you achieve your SMART goal.

        With my strengths, my SMART goal is plenty feasible. To be able to effectively present

work on new solutions or perhaps change old solutions there must be the capability to understand

the solutions at hand. Challenges come from these solutions where some may be harder than

others, but by learning what it is these solutions need to do, I become more flexible to work with

all teams necessary to implement the right solution. Achieving a solution enforces the confidence

that is needed to present myself during these weekly meetings as achievement is a theme, I have

passion for. Being restorative, I will always understand there is an answer to help solve any

presentation or confidence issues that may occur as I approach my smart goal. As a professional,

responsibility is needed. The goal set for myself means I am responsible for it therefore I must

approach it with honesty and loyalty to achieving it. Being harmonious, it is my understanding

that the department of professionals and the individuals in my team would come to a consensus

that achieving my goal would better the company.