**PERSONAL LEADERSHIP CHALLENGE**

**TECHNOLOGY TEAM LEADERSHIP – Prof. PAMELA BROWN**

**ELAMPARITHI ELANGO (EL)**

ee2332@nyu.edu

**INTRODUCTION**

Hi, I’m El and I’m excited to write my own personal leadership challenge. Writing one involves a lot of self-introspection which is an incredibly powerful tool that I employ time and again to improve myself. I’ll be undertaking my personal SWOO analysis, followed by identifying leadership values, crafting my leadership statement and address potential roadblocks and concerns along the way!

**SWOO ANALYSIS**

**STRENGTHS**

I have identified following attributes that I consider are my strengths and not surprisingly I do have quite a good opinion on myself, which again I feel is the first step in becoming a leader – trust in self!

* I have an immense **confidence** in everything.
* I am highly persistent and **resilient**.
* I like to take hard challenges and **am never afraid of failing**.
* I am **empathetic** & compassionate**, inclusive** as I love people.
* I am **adaptable** & fluid in my decisions.
* I am always **curios to learn** more and am hardworking.
* I have excellent **interpersonal & communication skills**.
* I am a **passionate optimist** and a **dreamer**!

**WEAKNESSES**

I do have a list of weaknesses which I’m aware of and is constantly working on to improve. However, I don’t let them bother me, as I know its humane to have weaknesses. The following are what I consider the potential areas of weaknesses:

* I have a **lack of patience** which I consider my biggest weakness and am working hard to remove it.
* I find it **hard to command people and correct them** when they are wrong since I don’t want to make them sad.
* I am too **hard on myself**, set unrealistic expectations and dreams and at times this gets exhausting and devoid me of any fun.
* I **try too hard to please people** compromising on my happiness.

As said, I have troubles in confronting people’s mistakes which has potential leadership impacts.

**OPPORTUNITIES**

Apart from the obvious opportunities of working on my above said weaknesses, I could find more as follows:

* I would like to **keep learning**!
* I would benefit with **more self-introspection** and critique.
* A Personal **leadership mentor** to guide me.
* Understand varied perspectives and approach each person as a book and **pick up their positives**.

For the most part, I feel I’m on the right track and these opportunities will improve me more.

**OBSTACLES**

There are obstacles to any and every path that leads to success. I believe they exist to make us better. The success is even more rewarding because of the journey. The obstacles that I have faced so far and the obstacles that could impede my leadership are as follows:

* More of a welcoming challenge than an obstacle is the **sheer amount of work that goes into leading a team, fixing a meet on convenient time for everyone, make sure everyone feels involved, are productive and are also happy**.
* Various **cognitive biases** at play. Personally, the ones I need to be aware of are Implicit bias, Confirmation bias and affinity bias.

That concludes the personal SWOO analysis, and it has been so informative in analyzing self to see potential areas of improvement!

**LEADERSHIP VALUES**

Values are at the core of our humanity. They distinguish us from other life forms. I place significant emphasis on values to drive my life.

There are so many values I identify with and as such picking a few out of the lot is always hard as each value is such an important part and all together holistically makes a leader. I have picked the following as they resonate more to my personal values:

* **Empathy.** I feel this is the most important quality and a necessity to be a leader – to put themselves in other shoes.
* **Empowerment.** A leader should be empowering those around.
* **Resilience.** A leader should not quit, no matter how hard things get.
* **Leading by example.** Self-explanatory!
* **Vision.** A leader has a unique vision and is committed in making that a reality inspiring the followers.
* **Adaptability.** A leader should be flexible to face challenges.

**PERSONAL LEADERSHIP STATEMENT**

The results from the above self-introspection have beautifully set me up to write a powerful yet concise personal leadership statement.

**“A leader in my definition is a Visionary, with empathy and inspires progress. Fueled by such impactful values and daring enough to venture out of comfort zone, challenge boundaries and established conventions, I’m immensely confident in my leadership capabilities and resilient enough to take on obstacles. I’m a dreamer and people are my passion, which together will propel me to drive humanity forward!”**

The statement is ambitious, but What’s a leader without aspirations?

**ROADBLOCKS**

Citations:

<https://www.clearmissionconsulting.com/lens-on-leadership/top-10-decision-roadblocks>

<https://www.linkedin.com/pulse/7-roadblocks-effective-leadership-alvaro-gaya/>

I have read excellent articles that resonate my opinions on potential roadblocks to implement great leadership styles. The aspects I am aware of and will work on facing them are as follows:

* Fear of making the right/wrong choice
* Hesitation with our gut instinct
* Bias affecting our decisions and way of life.
* Having too many options to select from
* Frustration with no results
* No sustained personal development
* Lack of self-introspection
* Relying too much on past
* Emotions getting on the way.
* Being less visionary when it warrants more.

**LEADERSHIP CONCERNS**

Citations:

<https://www.initiativeone.com/post/leadership-challenges>

<https://www.betterup.com/blog/leadership-challenges>

There are some looming concerns in the realm of leadership and management which impede effective & productive leadership output. The following are some which I could associate with:

* Approach to humility.
* Always Maintaining the self-confidence level.
* Fear, its impact and overcoming it.
* Effective and thorough follow up.
* The role of Stress, Anxiety, and self-doubt
* Finding sustained motivation & providing inspiration
* Avoiding exhaustion and promoting self-care
* Ability to develop others for good.
* Tackling change while maintaining harmony
* Putting together different perspectives in a productive way.
* Imposter Syndrome and working through it.

It’s also equally important to celebrate wins, which will keep us pushing for more!

**CONCLUSION**

Developing this personal leadership challenge was an eye-opener and I am quite happy with the results of self-introspection. I consider this a letter to personal self, which I’ll come back and refine repeatedly according to how I develop in the time to come.

Thank you,

El

2/10/24

