**Self-Evaluation Assessment**

**You LeAD THE WAY**

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# Jared Moore | MGT3101 | Feb 20, 2022

# Instructions

For Assignment 1, you will take the Free Personality Test at: <https://www.16personalities.com/free-personality-test>. After you’ve reviewed your results, answer the following questions:

# Personality Type

* What personality type are you? Tell us a little bit about that type (use complete sentences).

I tested on the personality website to be an ENTJ-A. The type is Assertive Commander, role is analyst, and strategy is “people mastery”. This type likes challenges, is assertive, and often takes on big risks and sets lofty goals. These types tend to be leaders, projecting confidence and charisma, and often enjoying being in positions where they are able to direct the flow of operations. They seem to be much more extroverted while also liking to control the situation and be in positions of power.

* What percentage are you Extraverted vs. Introverted? Intuitive vs. Observant? Thinking vs. Feeling? Judging vs. Prospecting? Assertive vs. Turbulent?

I tested 59% Extraverted, 69% Intuitive, 72% Thinking, 58% Judging, and 88% assertive. These percentages I believe represent the higher end of things I was closer linked with.

# Results

* Did the results surprise you? Why or why not? (use complete sentences)

These results did surprise me to some extent, however they make sense given where I am in my life right now. I think that many things related to personality are more fluid, and given my position in life at the moment I’m trying to branch out, and be more outgoing. Despite this, I’ve always been more charismatic and leadership oriented and that hasn’t changed much recently. I would say the results that surprised me most was how balanced the extroverted vs introverted scale was. I definitely think over the course of the virus in the past year I’ve become less outgoing and I’ve been trying to get that back.

* Summarize your key takeaways in a paragraph or two.

I think the key takeaways are that the test identified me as more outgoing, leadership oriented, and someone who likes to be with a team. I tend to have big ideas and want to push towards these ideas, and I think fostering the ability to put myself in team and leadership situations would help me cultivate those skills. Another potential takeaway is the impact covid and WFH has had on my outgoingness and ability to get out there. I’ve noticed myself less outgoing as time has gone on, and wonder if I’ll be able to reconnect with the more outgoing parts of myself later as the world eventually returns to normalcy.

The traits identified also play into some of my hopes and ideas of eventually starting my own company or being able to have more control over my day to day. I enjoy big picture strategy and problem solving, and have a passion for understanding law and business practices, so I hope to someday translate these interests into respective companies potentially through software.

* What are some of your strengths and weaknesses as identified by the assessment? (use complete sentences)

The strengths identified by the assessment are Efficient, Self Confident, Energetic, Strong willed, Strategic thinker, charismatic, and inspiring. These seem to resonate somewhat with the more outgoing and intrigued side of my personality that I bring with me most places. Some of the weaknesses include Stubborn/Dominant, Intolerant, Impatient, Arrogant, Poor handling of emotions, Being Cold, and ruthless. This seems to somewhat be accurate, and can be part of the growing pains of being more strong willed and trying to have things done your way.

* How do these strengths and weaknesses impact your workplace habits? Career paths? (use paragraph form)

The strengths tend to mesh really well with workplace habits, making me a good leader, a strategist, and an efficient thinker which helps in an office setting. Despite this, those with my type tend to loathe being lower level employees, and crave the excitement and responsibility of being able to plan strategically. We prefer working on the big picture items and forcing drives towards these goals rather than just working on a small piece of the big picture.

# Analysis

* What did you learn from what you uncovered? (summarize in a full paragraph here)?

I think the summary was fairly accurate, and because of this, potentially some of the weaknesses they pointed out could be weaknesses I might face. Being too strong willed can rub people the wrong way and needs to be done carefully to make sure you don’t put too much of a strain or burden on those less accustomed to that intensity. There are some other considerations as well, such as making sure you give others a chance to speak and ensure everyone who works with you is heard and can let you know when things need to be improved.

* What new skills will you try to acquire to overcome your weaknesses? (use a full paragraph)

I think I need to focus on giving others more time to speak and being able to let others take the point role during projects. There are often times when I default to taking the main role, where I would have done better to instead stay back and wait. In addition to this, I need to make sure I let others grow their own ideas without too much of my own influence and realize that others ideas can have a great impact on the work that I’m doing and the way in which I’m doing that work.

# Leadership & Implementation

* How will this impact the way that you lead others? (use complete sentences)

I think that this speaks to my potential for being a great leader, but to be a great leader I need to make sure I elevate others and bring my team up around me. I enjoy seeing and working towards the bigger picture, and hope that others around me also have those same goals. I think when it comes to my overall leadership style, I enjoy setting up the framework of the big picture and having others fill in the details.

* Will you make self-assessments a mandatory part of your employee training? Why or why not? Explain your rationale. (summarize in a paragraph)

I think I would make self assessments a mandatory part of employee training because I believe it helps us reflect on what we are doing and then take our understanding of who we are and find how we can apply that to our work.

# References

References should be included if applicable (APA format suggested)