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**Week 5: Assignment 1: Self-Evaluation Assessment**

Instructions:

As a manager, you need to drive learning and growth at your organization. This can be accomplished through consistent evaluation using a set standard. Self-evaluation is at the center of it all. Leaders need to gather the tools necessary for their employees to be able to evaluate their own progress. You can create these assessments yourself or use tools that are already out there.

As a leader, you set the example, so let’s start first with your own self-assessment. For Assignment 1, you will take the Free Personality Test at: <https://www.16personalities.com/free-personality-test>. Once you finish the test and read your results, answer the follow questions (in full sentences/paragraphs) using the provided template:

* What personality type are you? Tell us a little bit about that type.
* What percentage are you Extraverted vs. Introverted? Intuitive vs. Observant? Thinking vs. Feeling? Judging vs. Prospecting? Assertive vs. Turbulent?
* Did the results surprise you? Why or why not?
* Summarize your key takeaways in a paragraph or two.
* What are some of your strengths and weaknesses as identified by the assessment?
* How do these strengths and weaknesses impact your workplace habits? Career paths?
* What did you learn from what you uncovered?
* What new skills will you try to acquire to overcome your weaknesses?
* How will this impact the way that you lead others?
* Will you make self-assessments a mandatory part of your employee training? Why or why not?

References should be included if applicable (APA format suggested)

When you are working on this first assignment, consider all that we’ve been discussing in this course so far. Your completed template should be uploaded to Blackboard by Sunday midnight of Week 5. Reach out to your professor with any questions.

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| **Assignment 1 Grading Rubric (210 points)** | | | | | |
|  | **Unsatisfactory**  **0%** | **Partially Satisfactory**  **70%** | **Satisfactory**  **80%** | **Proficient**  **95%** | **Exceeds Requirements**  **100%** |
| **Personality Type**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Personality Percentages**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Results Reaction**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Key Takeaways**  **10%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Strengths/Weaknesses**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Strengths/Weaknesses Analysis**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **What did you learn?**  **9%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **New Skill Acquisition**  **8%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Leadership Impact**  **9%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Self-Assessment Plans**  **9%** | Did not complete any of the requirements for this section. | Met some of the requirements for this section. | Met most of the requirements for this section. | Met all of the requirements for this section. | Went above and beyond the requirements for this section. |
| **Clarity, Logic and Writing Mechanics**  **5%** | There are numerous errors in terms of clarity, logic, format and writing. It's difficult to understand and doesn't flow well. | There are errors in terms of clarity, logic, format and writing. | There are a few errors in terms of clarity, logic, format and writing. | There are minimal errors in terms of clarity, logic, format and writing | No errors related to clarity, logic, format and writing. |
| **Submitted on Time**  **10%** | 15 or more days late | 7-14 days late. | 3-6 days late | 1-2 days late | Submitted on Time |