

## **Leadership Self Reflection**

### **Leadership**

Leadership is the process of influencing others to achieve group or organizational goals. It is more than just making decisions and giving orders. Leadership starts with “What should we be doing?”, unlike managers who start with “How can we do what we are already doing better?”.<sup>(1)</sup> The traits of a leader are considered to be of highest priority in determining how well a team is being managed, and emotional intelligence is one of these traits.

### **Emotional Intelligence Importance for Strong Leadership**

Emotional intelligence, a behavioral trait, suggests how a leader should be emotionally calm even in situations when everything goes wrong. Simple triggers can make someone annoyed, blithe, unhappy, or fortunate. Leaders that lack emotional intelligence will not only discourage his team but make life hell for an employee that just wish to keep on improving and performing. Leaders that are emotionally intelligent are motivators. There are loads of different approaches to leadership, and having a leader with narcissistic values who don't know the idea of serving as a team will constantly reduce the productivity of its team.

Emotional quotient and intelligence quotient, collectively lead to a good leader. A leader must be able to sympathize with its team, understand its team's outlook and realize and accept his/her own mistakes, and have the coolness of taking spontaneous decisions when needed.

### **Emotional Intelligence Test**

The result of the test under the Institute for Health and Human Potential resulted in my Emotional Quotient as 'Good Emotional Quotient'. A copy of the result has been attached below. Though the outcome is good there is much room of improvement. In spite of the fact I'm sympathetic towards others emotions, I need to learn about when and how my emotions reflect my decisions. As suggested by the result of the test, I need to work on giving myself a break from the day-to-day busy schedule and give some priority to things that hold the greatest meaning in my life. If we work toward goals that are not in alignment with our key values and greater purpose, we become frustrated and cynical when we face pressure.

Your result: 'Good EQ'



**Congratulations! You have high emotional intelligence.** This is good news! EQ counts for twice as much as IQ and technical skills combined in determining who will be a star performer. Your level of EQ likely has been and will be a driver of your high performance under pressure for years to come. Areas to work on: While you are doing well, don't forget to take time out of your busy day-to-day

### A leader I aspire to be

As a leader, I aspire to be honest, a leader who fulfill its commitments and is empathetic towards her people. I would like to be a man-of-the-middle-road person that strives for both, organizational goals and team interest. Also as a leader, I would want to be visionary, being positive about the future and motivating my team on taking risks because there is no innovation without risks and for the sake of the organizational growth innovation is necessary. A supportive environment would help my team to approach me in case of any problem they are facing at the earliest possible time. The picture below correctly describes other traits I would want to have as a leader.



**Image Source :-**

<https://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=2ahUKEwiLnZfo-IPeAhWD44MKHekDCR4QjRx6BAgBEAU&url=http%3A%2F%2Ftheapprenticeacademy.co.uk%2Fblog%2Feight-qualities-great-leaders%2F&psig=AOvVaw2Y9ZLBhlpaM91o6oKfSBQx&ust=1539538183123682>

**Me as a Leader in one Word**

I would describe myself as a **flexible** leader because, to be a good leader it is important to be flexible depending on the circumstances you encounter. At times according to the situation, you may have to act more of a directive type but at the same time, it is important to adopt a coaching style.

**Citation**

- 1) Williams, C. (n.d.). . *Management Chapter Fourteen* (5e th ed., pp. 290-298).