

**Performance Assessment: IT Leadership Foundations—Task 1**

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IT Leadership Foundations—D194

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September 23, 2022

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

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CliftonStrengths Assessment Results

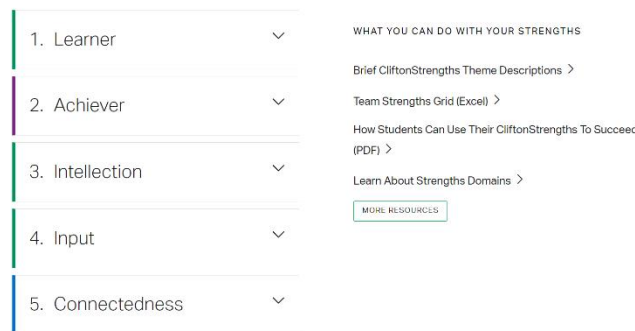


Figure 1. CliftonStrengths Assessment Results

After reviewing the  
CliftonStrengths Assessment

Results by Gallup (2022), I learned

that my top five Signature Themes

are Learner, Achiever, Intellection,

Input, and Connectedness (see

Figure 1). The results were not

shocking because I have an

insatiable appetite for learning, no matter if it is for entertainment or new career

aspirations. My day is unproductive if I am not learning something new. My philosophy

in life is that I want to acquire more knowledge today than I did yesterday, last week, and

last year. My ideal life is to learn as much as possible and apply that knowledge to help

solve real-life problems. Many people like to mindlessly watch television shows or play

video games, which I find painfully dull, but I derive pleasure from watching

documentaries, informational programs, and online learning tutorials.

Achiever is my second Signature Theme, and this theme describes a constant need to

achieve goals, work hard, keep productive, and aim for even more self-knowledge and

knowledge in general. The Achiever theme works synergistically with the Learner theme

because I always set goals to learn something new, such as learning a new language,

playing a new musical instrument, or going back to school to work on another degree.

The Achiever theme motivates me and allows me to work relentlessly on achieving

whatever I plan to accomplish. I will not rest until I meet my goals, no matter how long it takes.

The second Signature Theme is Intellection. This theme deals with the intellect and anything involving thinking and mental stimulation. Like the Achiever theme, the Intellection theme works well with the Learner theme. I enjoy acquiring profound, philosophical knowledge, not just mundane, worldly knowledge. I desire to learn as much as possible and apply it to my personal and professional life.

I learned something new about myself with the Signature Theme of Input. This theme deals with curiosity, collecting things, and the desire to know more, especially more knowledge. At first, I was resistant to the idea of collecting items; however, after further investigation, I learned that it was not so much collecting material possessions but incorporeal possessions, such as information, knowledge, and wisdom. The Input theme explains how I have a talent for keeping my mind active, gaining more knowledge, and collecting information, data, and facts out of curiosity and pure enjoyment. Again, this fourth theme strengthens all the other themes listed above by allowing me to collect data and information, store it, and use it for future purposes.

Lastly, the Signature Theme of Connectedness I found surprising. This theme deals with how we are all connected in some way. We are all bound together by our shared humanity. We are all connected, regardless of ethnicity, political beliefs, culture, or religion. Deep down, I think we have more in common than not. We are all connected because we share the same desire to feel safe and loved, and we seek out pleasure while avoiding harm, pain, and uncertainty. This connectedness means that we are responsible

for not only ourselves but for others as well. Harming others not only hurts them but destroys us in the process. I learned that theory without praxis is pointless. I can gain all the intelligence and knowledge in the world, but what is the purpose if I cannot create a better world or planet? True knowledge is knowing how to apply it, which is wisdom. This wisdom grants us the ability to feel and experience our connectedness, not only intellectualize it.

These top five Signature Themes contribute to my thoughts, decisions, and behaviors by shaping who I am. Socrates, the father of ancient Greek philosophy, once declared that “the unexamined life is not worth living,” suggesting that humans, unlike animals, can only find meaning and happiness in life by using their intellect, not their passions or emotions. My top five Signature Themes imply that I, too, choose to examine my life by seeking out knowledge and wisdom by learning, working hard, stimulating the intellect, and being mindful of life’s interconnectedness.

Not only do these top five Signature Themes shape my identity, but they also help shape my future career goals. I will use my desire to learn to solve problems by studying and gaining the desired skills needed to overcome obstacles. My future team will benefit from having me on their team because I will work diligently until I learn everything there is to learn about the subject matter and achieve the required results. My future career aspiration is to become a Data Analyst/Data Scientist, so it is apropos that my top five Signature Themes involve learning, achieving, striving for mental activity, collecting, and analyzing data. After collecting and analyzing the data, it is essential to find patterns within the data and make connections, i.e., the connectedness of the information.

B. Create a SMART goal for developing influential leadership skills.

1. Identify **one** SMART goal.

I aim to create a portfolio on GitHub to highlight my data analytics and data science skills in the next six months. A portfolio on GitHub will increase my chances of getting interviews by displaying my work to future employers.

Specific goal: I will create a GitHub portfolio to highlight my data analytics and data science skills within the next six months. I will produce at least five projects to display my work on GitHub.

Measurable goal: I will take advantage of my days off from work each week to focus on my GitHub portfolio. I will measure my goal by focusing on adding at least one new data analytics and data science project per month for the next five months. I will organize and proofread the combined projects during the final sixth month, correcting errors and making the portfolio look professional.

Achievable goal: I have given myself ample time to achieve my goal of creating a GitHub portfolio to display my data analytics and data science projects. Focusing on one project a month, I can quickly accomplish this goal by further subdividing the project into smaller weekly goals. I will allocate two hours a day on my two days off each week until the goal is complete.

Realistic goal: My goal of creating a portfolio on GitHub within the next six months is realistic and within my reach. I can commit to the four hours a week needed to develop my portfolio. I have the resources, time, and energy to achieve my goal.

Timely goal: I have given myself a six-month deadline to complete my goal. Six months is a generous amount of time to achieve my personal goal of creating a GitHub portfolio. Six months will give me enough time to focus on my education, work a full-time job, and work on my portfolio. Of course, it will be challenging, but it will be worth it in the end because it will highlight my knowledge and experience for future employers.

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

Yukl and Gardner (2019) identify three skills that contribute to the success of potential leaders: conceptual, technical, and interpersonal skills. Conceptual skills involve cognitive processes, such as ideas and concepts, especially those dealing with logic, creativity, and problem-solving. Technical skills relate to methods, procedures, and techniques in highly specialized activities. Lastly, interpersonal skills encompass the domain of psychology, human behavior, and emotional intelligence. I will incorporate the three factors listed above to explain how my SMART goal will aid in developing my leadership skills.

A competent and robust leader exhibits technical, interpersonal, and conceptual skills. My SMART goal exemplifies that I have the intellectual fortitude and conceptual skills to perform successfully as a leader. My GitHub portfolio highlights my analytical, logical, and conceptual abilities, demonstrating my ability to solve problems and lead teams to finish projects successfully. My GitHub portfolio also displays my technical skills by showing my knowledge of data analytics and data science programs and the tools needed to create the programs. My GitHub portfolio

highlights my time management and communication skills, demonstrating my ability to manage teams effectively and meet deadlines.

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

My Learner theme creates an insatiable appetite to learn and gain knowledge. Because of this strength, I realize the importance of studying, learning, and gaining new skill sets. This strength will help me achieve my SMART goal by learning how to use GitHub to create an impressive portfolio. My Achiever theme gives me the ability to work hard and stay focused. I am persistent and refuse to quit until I finish my goal. The Intellection theme allows me to spend a great deal of time contemplating and thinking, allowing ample time to produce novel ideas and creative ways to accomplish my goal. The Input theme gives me the natural ability to accumulate and collect ideas, data, and information just for fun. I find pleasure in collecting data and seeing patterns in the data, so completing my goal will be easy because it is something I enjoy. Finally, the Connectedness theme allows me to understand causation and how my current actions impact my future goals. There are no accidents in life. By diligently working on my current goals, I create my desired future.

## References

Gallup (2022). CliftonStrengths Assessment. Gallup.

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