

## **IST 614 – Management Principles for Information Professionals (Fall 2017)**

### **Problem # 2**

#### **Leadership – Your Self-Reflection**

##### **1. Importance of Emotional Intelligence for Strong Leadership:**

Leadership is the process of influencing others to achieve group or organizational goals. Unlike managers who are concerned with doing things right, leaders are concerned with doing the right things<sup>1</sup>. The traits of a leader are the most important factors of deciding how well is the group being led, and one of these traits is emotional intelligence.

Emotional intelligence is a behavioral trait that shows how a leader can be emotionally stable even when things go south in the organization. The many aspects of emotional intelligence in leaders include – compassion: not being afraid of others' emotions; self-awareness: having clarity of your own strengths and weaknesses; authenticity: knowing oneself and acting from the truth; respect: demonstrating respecting, not just for others but also for oneself; sense of humor: very serious leaders create a very austere environment; intuition: Intuitive leaders make quick decisions based on a lifetime of accumulated wisdom and understanding<sup>2</sup>.

Intelligence quotient and emotional quotient, together make a good leader. A leader must be able to empathize with his supporters, show the emotional intelligence of understanding others' perspective and realizing when their own method may be wrong, and having the courage to take instinctive decisions when required.

##### **2. Leadership Theories:**

Apart from the plethora of theories mentioned in MGMT by Williams, Chuck, there is one theory that somewhat relates to the historic existence of leadership. The theory, named the Great Man Theory, originally proposed by Thomas Carlyle, states that, "leaders are born, and not made." This theory came into existence in the early ages, when leaders came from the aristocracy and only a few from the lower classes had the opportunity to rise as leaders.

In the present age, this theory however, does not stand true. Today, leadership is a set of skills that can be learned and practiced. It has got nothing to do with class, status, gender, etc., and only revolves around the skills required to become a successful leader.

##### **3. Test Your Level of Emotional Intelligence:**

The outcome of the test provided by the Institute for Health and Human Potential, a copy of which has been attached below, shows my emotional quotient as 'Slightly Above Average'.

The result of the test is in line with self-assessment of my emotional quotient which shows that there is much room for improvement. I believe that even though I am sensitive towards others' emotions, I need to know when these emotions drive my decisions.

##### **4. What Kind of a Leader am I?**

Based on the answers to the questions for self-assessment of leadership type, I believe that I will be a supportive and visionary leader.

[1] Williams, Chuck (2012). Management 5e. Chapter Fourteen.

[2] Crossley, Tracy (May 2012). 10 Reasons Why Emotional Intelligence Is Critical for Leaders. Retrieved from [http://www.huffingtonpost.com/tracy-crossley/10-reasons-why-emotional-\\_b\\_6770864.html](http://www.huffingtonpost.com/tracy-crossley/10-reasons-why-emotional-_b_6770864.html).

Supportive because I believe that I will be easily approachable to my subordinates, treating them as equals and creating a friendly environment<sup>3</sup>, and visionary because I believe that I will always have a positive image of the future that motivates the organizational members and provide direction for future planning<sup>4</sup>.

### **5. One-Word Description:**

If I must describe myself in a word, I believe that it would be *meticulous*. I tend to show great amount of attention to detail and always strive for precision.

[3] Williams, Chuck (2012). Management 5e. Chapter Fourteen, page 528.

[4] Williams, Chuck (2012). Management 5e. Chapter Fourteen, page 539.