

## Assessment of Leadership Strengths

### **Introduction**

I was very pleased to have taken the assessment test from the Clifton StrengthsFinder profile. Until then, I was unsure of who I was, and I am very pleased that the Gallup Organization has published such a strong website that helps every individual in our society learn and understand his or her strengths and behaviors. Based on this web page people can discover what they are good at and excel at their daily expectations to achieve success in their lives, careers and long-term goals. This Organization has recognized the good use of strengths and how to find them. I believe someone can benefit from visiting this website and taking this test. There are about 34 themes measured from this StrengthFinder Profile. After taking the test you realize what your strengths are.

**Below are my top five initial posts from the Clifton StrengthsFinder profile. After I took the test I found my themes in this order:**

- 1. Achiever**
- 2. Context**
- 3. Woo**
- 4. Discipline**
- 5. Positivity**

**I was expecting this theme to be included in my Top Five Themes.**

- 1. Responsibility**

After Clifton Strengths Finder test, I learned about my strengths and how they describe me. Below are the details of my test and my interpretation of my five themes:

### **Achiever**

I believe this theme fits me really well because my life story consists of achievements. When I start something I have to succeed. For example, in August of 2006, I became a United States citizen and started the process for my family to come to the United States. I had to travel to Africa several times to attend interviews at the United States Embassy in Nairobi, Kenya. I was so happy when my family made it to the United States to live with me. I did not lose hope until they arrived to the United States on December 25<sup>th</sup>, 2008, Christmas Day. No matter how much it cost me I refused to drop the case. I feel dissatisfied if my day went by without some achievements. I feel energetic only when I have reached and achieved important tasks. Achieving and fulfilling my goals is what pushes me.

I believe an achiever must strive daily to fulfill his dreams. There is a benefit to overcoming your challenges. I believe achievement is the theme that keeps me moving and knowing what I need to do is a strength that helps me fulfill my desires and succeed.

### **Context**

I believe in prioritizing my to-do-list. I think that procrastination will never do me well (of course I need to see that my job is done right and accomplished). Sometimes, I like to think back to what I have done in the past. This helps me to track things down and remember what I started so that I can complete it. I look back because it helps me to find the answer if I cannot think straight at the moment. Comparing two similar situations gives me understanding and brings me confidence.

I believe someone who has context is more relatable because they understand how their colleagues came to be who they are. This is one of my qualities, but less important to my Top Five Themes than the others. I appreciated to have this theme, but I feel I can function without it. I can make decisions with full confidence without referring to what I have done in the past.

### **Woo**

I agree that I am charismatic and I make new friends easily. I enjoy getting to know them even though they are new to me. I always feel excited to meet new colleagues. I am very good at learning names and finding some area of common interest so that I can strike up a conversation and build relationship. Once I have made the initial connection I start building friendships. This theme describes really good, and one should never underestimate the benefits of networking.

### **Discipline**

Yes, I am good at organizing my to-do-list and routines. I like to make my own timeframes to accomplish my tasks. I work through each task to make sure that the work is done right. I am very persistent at understanding people even though they have different opinions. It is important for my find ways of getting things done. I can help others understand themselves and they usually appreciate me for helping them. I know my behaviors can be understood, and I can be approached by others without difficulties.

### **Positivity**

I am generous with praise, quick to smile, and always on the lookout for the positive things in a situation. Some call me a friendly man or a motivator. I love to be around people. My goal is to help others find a way to succeed. I am happy to celebrate

every achievement I have accomplished. It is important to find ways to make everything more exciting and more vital. My positive attitude helps achieve the goals.

## **Discussion**

My core values and top five themes that I learned from the StrengthFinder Profile are achiever, woo, discipline, and positively. I feel that these top themes are important to me and I use them in everything I do to achieve my goals. I was very pleased to have taken this assessment test from the Clifton StrengthsFinder profile. Until I took the test, I was not really sure of my strengths. I would like to share with you some information about myself and what I have learned after completing the assessment test.

First of all, let me give you some brief information. I am a person who works well with others; in particular, I am a team leader. As a team leader I can take on different projects and challenges, keeping track of how individuals perform, react, and succeed or fail with each step. I can utilize other people's efforts to achieve great successes. I enjoy learning from my past work and applying what I have learned to the present situation. I enjoy prioritizing my goals and taking the necessary steps to obtain them.

I have reviewed and revised everyone's top five themes from the Clifton StrengthsFinder assessment and appreciate your time in taking this assessment. I have enjoyed getting to know all of you. Based from the Clifton StrengthsFinder, I figured out that everybody has the ability to work together to reach common vision and achieve the best. Basically, building a team is a fuel that allows people to work together to attain seemingly unreachable goals. I agree that working together with individuals who have particular weakness along with someone who has strengths in that same area creates ample opportunities for that person to sharpen a skill.

## **Responsibility**

This theme should be included in my top five themes. It is important to include them because everyday I live to do the best. It is my responsibility as a human being to care and take charge to meet the interest of others. As an academic advisor, I believe that every student can use their strengths, weaknesses, skills, and interests to achieve their goals. It is my responsibility to help students assess their strengths and weaknesses, sharpen their skills, and explore their interests. I always strive to help students acquire information, understand the opportunities available on campus, explore their options, and make reasonable decisions regarding their academic and personal goals.

Ultimately, I believe to be successful in making good decisions responsibility should be a personal choice. I also understand that people who are especially talented are responsible and have specific themes. They are committed to stable values such as achievement and positivity. After taking the Clifton Strengths Finder test, I firmly everybody has several purposes which include good decision making, communicating well with others, being easy going, which in turn energizes accountability and improves leadership skills. I hope everyone has different strengths to build upon.

In addition, the workplace should be more productive and fun if there are achievers, discipliners and possitivities to be responsible and encourage others. Those people who are upbeat and positive build good relationships with theirs families, friends, and coworkers and also strive to improve themselves. I think that they can make workplace a lot more efficient by having more friends, making sure that their colleagues and customers are more satisfied, and engaging in strengthening one another. I am very pleased to enjoy closer relationships with anyone I see around me.

## **Conclusion**

I have enjoyed learning about everyone's Top Five Themes in the class. I am very pleased to meet these colleagues who have similar strengths. I have seen that everyone else enjoyed reading and completing Clifton StrengthsFinder assessment test. Each of us shared his/her strengths and we have carried out the good qualities of effective leaders. Viewing and Understanding the qualities of successful leaders has been a successful discussion. After reading everybody's posts, I believe I can evaluate and apply my understanding to resolve the issues associated between a successful manager and coworkers.

In my opinion, a successful manager is someone who is an optimist, a visionary, possesses passion and dignity, and respects the opinions of his employees. It is true that the strength of leadership is basically taking necessary step toward of goals, which might mean taking a certain amount of calculated risk. As an academic advisor my overall responsibility is to help students pursue their educational goals and become valuable leaders in their future careers. I believe a true leader demonstrates compassion, respect and service to his employees and costumers. My colleagues have discussed and shared their views how to motivate others and become true managers and have effect on their employees and I have enjoyed with their contributions.

<http://www.strengthsfinder.com/113647/Homepage.aspx>

**Assigned Reading:**

Buckingham, M., & Clifton, D.O. (2001). Now, discover your strengths. New York: The Free Press. Chapters 6 and 7

Brody, R. (2005). Effectively managing human service organizations, (3rd ed). Thousand Oaks, CA: Sage Publications. 7,8,10