

Personality and Leadership Style

After taking both the Myers-Briggs Type Indicator and the DISC Assessment, I came to the conclusion that the MBT personality test has more validity over myself. My strengths are that I am sensitive and imaginative. According to the test, I can perceive people's emotions by listening to their voices and my relaxed attitude makes me likeable. My areas of growth are my difficulty with structure and that I am easily stressed. When something gets out of hand, I shutdown and I start losing my calmness and creativity. According to the test, I also have a fluctuating self esteem. I have significant shifts between a good and bad feeling. One aspect of my personality that I was really surprised about was my weakness of unpredictability. According to the test, I dislike long-term commitments and plans. I always try to avoid planning for the future because it causes tension in my relationships and basic necessities. Something else that surprised me was that I am quite mysterious and difficult to get to know. According to the test, I prefer to listen rather than express myself. And this becomes frustrating for other people. The way I will use this information to set personal goals is by addressing my weaknesses and by taking advantage of my strengths. Now that I can understand myself, I can guide myself through my emotions and motivations. I have always struggled with decision making because I always let my emotions take control of myself. I can now work on being less observant and being more direct. According to the test, I often believe the naysayers without strong support. These traits often impede myself from being a leader, because I am constantly thinking that I don't have the potential. I must learn to ground myself to what I want to accomplish and create clarity of what success looks like for me. I believe that the same way that I am at work, I am also at home. The passionate and kind person is also encouraging and sensitive with her family and friends.

According to my leadership style, my assessment results show characteristics of an ambassador, people mover, truth seeker, creative builder, and experienced guide. My highest leadership style is creative builder which means that I see new opportunities and I am driven at the start of things. This style aligns with my current role because when I have an innovation idea, I always make sure to make it real. This style has been effective in leadership because I am a risk taker and open to change. I see risk as an opportunity for growth and improvement. A challenge that my style brings to my team is that I can increase the risk of burnout. A way that I can better support my diverse team is by managing the workload and establishing clear boundaries of our goal. My leadership style is very supportive of decision making because I always learn from my mistakes and understand that failure is part of the process. I never bring upon decisions that will negatively impact our collaborative environment. One aspect of my leadership style that I can leverage to enhance my effectiveness is to be a role model for my school, not only my World Languages department. I must demonstrate my creativity and willingness to take risks. I must not doubt my ideas and innovations, because I often see myself doubting my capacity. I will use my personal strengths to overcome the challenge of effective communication by focusing on clarity and active listening.