

Leadership Development

According to the observation that I have made in my life, I believe that leadership is an innate capability, which is either endued to a person or not. Leadership behavior has always appealed to me, as I understood how to impede and motivate other individuals. There are different concepts of leadership, while I think that servant and transformational leadership are the one that are the best, as they can help to establish good management processes and to make our world a better place. People often face situations in which they do not know what to do and how to act and, therefore, act in order to fulfill their personal interest. The concept of leadership is about taking an active position and to care about people, while leaders must show the best examples of such behavior. Despite the fact that leadership is an innate ability, it is critical to develop oneself as a leader and have personal growth. Thereafter, the objective of the following paper is to reflect my personal path of growing as a leader based on my leadership traits.

Leadership is an ability and even skill to 'lead' people, not only because of power that certain persons might have over others due to managerial position or seniority within the organization and society, but it is about an individual's ability to engage, encourage, motivate, explain ideas to the people and inspire them to generate their own, and persuade them without forceful approach. It is actually a process of mutual social influence and impact, which can maximize the benefits and potential, as well as input of other people, by challenging them when needed, empowering and motivating them to grow and to do much more than they think they can.

Based on my assessment of the leadership traits, which was done within the DISC model, which stands as Dominance, Inducement, Steadiness and Compliance, I can state that I have a blend of Supportive, Cautions and Dominant traits. Supportive traits are slightly stronger than

two others, while I can be described as helpful, kind, problem-solving and careful individual. In addition to that, I have both task- and people-oriented traits, which is very important. With the help of that I can both focus of achieving a targets of the organization I am to work in the future and make sure that people, who are around me are feeling good working with me as team member, so they can feel appreciated and be more motivated. I tend slightly more towards to task-oriented perspective, which is a very important factor for me to be aware of, as I can work on insight development and improve my people-orientation traits. Being either outgoing or reserved is another good leadership trait that I have, which means that I am flexible and this is very important feature to have in modern society due to globalization and constant fast pace of change. Moreover, the assessment has identified that I am more likely to get the things done inhe manner that is not hurtful to people, which is a very important trait as leadership is about caring other individuals. People are the most important asset of any organization and they can make it to be successful or bring to failure, which is why real leaders count with the feeling of all individuals and tend to build strong team. The teams that perform well have a sense of accomplishment and workers are more motivated to perform well. I am also supportive and careful, which means that I provide proper and non biased feedback along with the coaching and even mentoring. I can facilitate thing and the test results have confirmed that, which my additional strength is.

Nevertheless, I have also found out that there are other opportunities for me for growth and I need to work on myself in order to develop them. The assessment has identified that I have low level of 'Inspiring or Interactive' features that fall under Inducement traits section. I should focus more on having fun and more interaction with people, while this would also create additional excitement and engagement at the same time. In order to develop that skill I have to

spend more time talking to people and interaction with them. It is related to inspiration, which is rather important for leadership and I need to be more optimistic and have 'sparkle;' that would inspire others.

Moreover, this is important to mention in the following paper that in order to enhance my leadership skills that directly affect my employability, I would need to work on turning my all weaknesses into strengths and further work on improvement of my existing strong sides. I should never give up. Thereafter, there is a need to improve my self-awareness as well, ability to energize and inspire others and resilience. Becoming a leader on the global arena is a challenge and I would need to work continuously in order to improve my mindset, behaviors, and capabilities in order traits so they would become more effective and efficient. I need to be able to inspire and lead myself first, so I can lead, and motivate people to follow me. I also have to push myself and try to be more outgoing, as well as collaborate more within the society, so I can see the situation from inside out. I need to be the leaders that drives changes, engages people, motivates them, and develops them. I will demonstrate passion for what I do, which is crucial part of effective performance within the whole leadership process.