

Dynamic Leadership

Dynamic Leadership

Description of My Gallup Psychometric Results

Gallup's Clifton StrengthsFinder is referred to as an online assessment of individual personal talents that indicates areas in which a person has potential to build strengths (Louis, 2012). The Gallup psychometric assessment test has summed my personalized leadership character in five words; individualization, strategic, learner, arranger, and activator. The individualization theme is important in corporate relationship building (Shafique & Loo-See Beh, 2017). As a leader, this character ensures that I am always fascinated by every individual's exceptional qualities. Secondly, on being a strategic leader, the test highlights my ability to think strategically in solving challenges. For instance, when a dilemma arises, spotting the patterns and connected issues is easy (Betz, 2016). Thirdly, the results identify me as a learner with a great yearning to continue gaining insight and knowledge. The fourth characteristic according to the Gallup psychometric assessment is that I am possibly an arranger. This trait means I can adopt a flexible approach in ensuring an appropriate combination of resources to maximize productivity. Lastly, as an activator, the Gallup psychometric test result indicates that I am action oriented hence can tend to be impatient.

My Initial Reactions to My Gallup Psychometric Results

Taking the Gallup psychometric test, I was quite skeptical whether it would accurately reflect my personalized leadership character. Surprisingly, the assessment almost summed up my leadership character with the utmost accuracy and precision. One of the leadership strengths that I have been conscious of over time is my interest in the best that every individual can offer. I equally find great similarity between the test's results and observations previously made by friends and acquaintances. For instance, people I have worked with are quick to note that I

approach issues with clarity. The clarity in leadership is linked to strategic thinking and the ability to pick out patterns and derive meaning (Grundy, 2014). Although the test highlighted several matters including the moral authority that comes with leadership character, I noted that it omitted the concepts of courage. Equally, the test alluded that I am likely to be impatient which is contrary to my self-perception and what my friends have previously remarked.

Implications of the Results for my Current and Future Leadership

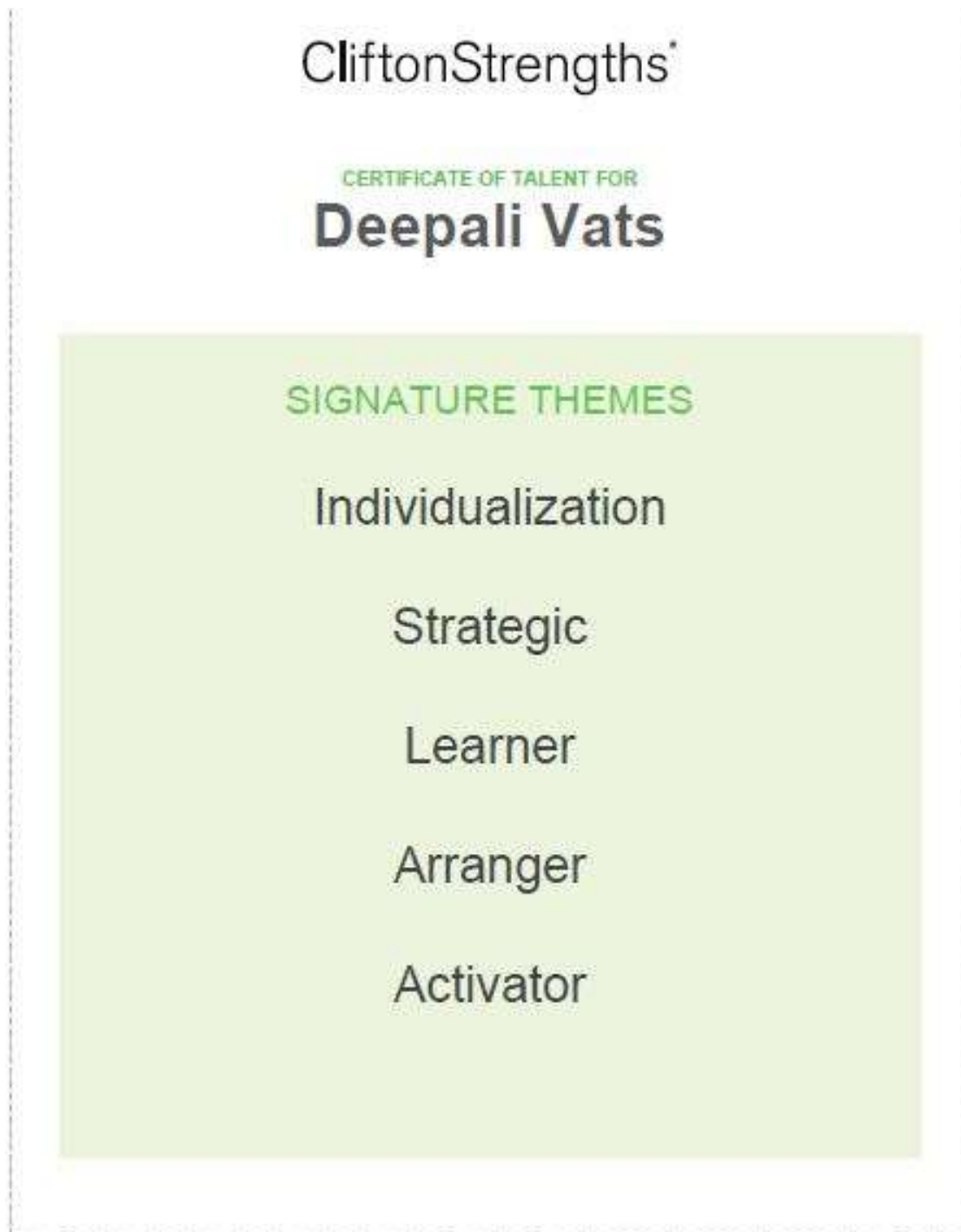
Following the results of the Gallup psychometric test, my initial thoughts were on how to make the best use of the personalized leadership character. For instance, given that leadership is all about competence, it is important for a leader to take the necessary measures towards leadership development (Quong & Walker, 2010). Given the assessment, I strongly believe that it would be appropriate to take up challenging endeavors to stretch my leadership skills beyond my comfort zone. Understanding one's leadership strengths is a crucial opportunity to retrospect how the environment has molded my leadership development process (Betz, 2016). This will help me explore my intrapersonal competencies to enhance my leadership skills. All factors considered I believe that the results will enable me to apply the principles of strategic thinking hence ensuring distinguished leadership.

References

- Betz, F. (2016). *Strategic Thinking : A Comprehensive Guide* (1st ed.). Bingley, UK: Emerald Group Publishing Limited.
- Grundy, T. (2014). *Demystifying Strategic Thinking : Lessons From Leading CEOs*. London: Kogan Page.
- Louis, M. C. (2012). *The Clifton StrengthsFinder and Student Strengths Development*. Omaha NE: The Gallup Organization.
- Quong, T., & Walker, A. (2010). Seven Principles of Strategic Leadership. *International Studies in Educational Administration (Commonwealth Council for Educational Administration & Management (CCEAM))*, 38(1), 22–34.
- Shafique, I., & Loo-See Beh. (2017). Shifting Organizational Leadership Perspectives: An Overview of Leadership Theories. *International Journal of Economic Perspectives*, 11(4), 134–143.

Appendix

Appendix 1: Gallup Psychometric Assessment Certificate



Copyright © 2000, 2006-2012 Gallup, Inc. All Rights Reserved.