**5.1. PRACTICAL ASSIGNMENT**

**Am I the leader?**

**Objective.** To help the participant self-assess his/her leadership qualities and strengths and weaknesses.

This exercise will help you to better understand your leadership qualities, identify areas for improvement, develop a plan to improve your leadership skills and increase your confidence as a leader.

**What needs to be done?**

Here are 10 leadership qualities. Read all the qualities carefully and think about how well you meet them. For each attribute, rate yourself on a scale of 1 to 5:

* Not at all compliant - 1 point
* rarely match - 2 points
* sometimes I match - 3 points
* I often match - 4 points
* fully compliant - 5 points

Be honest with yourself and don't be afraid to admit your weaknesses.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Fully compliant - 5 points | I often match - 4 points | Sometimes I match - 3 points | I rarely match - 2 points | Completely non-compliant - 1 point |
| ExcellenceGood leaders are often distinguished individuals and role models in all aspects of leadership. |  |  |  |  |  |
| Effective communicationNot only talking, but also other forms of communication must be sufficiently reciprocal. |  |  |  |  |  |
| Strong charismaYour strong personality and the charm that comes from your aura inspire those around you. This trait can be described as a personal magnetism that draws people in. |  |  |  |  |  |
| ForesightA highly effective leader must be able to understand the scenarios in which decisions need to be made. He or she must be able to see the situation from his or her own perspective as well as from the perspective of others involved. |  |  |  |  |  |
| Retrieved fromEloquent presentations are a very effective way to convey a strong message. They can help the speaker to capture the hearts of the audience and make them crave more presentations. |  |  |  |  |  |
| AmbitionThe ability to demonstrate a strong desire and determination to succeed motivates people to aspire to leadership. Being ambitious means believing in yourself. |  |  |  |  |  |
| Ability to have a visionVision is the guide that all successful leaders follow. |  |  |  |  |  |
| IntegrityDignity is the right behaviour to follow, even when no one is watching. Decency is an ethic that all leaders must follow. It includes moral principles and actions that are worthy of being an example to others. |  |  |  |  |  |
| TeamworkAbility to work as part of a team and to mobilise others for teamwork |  |  |  |  |  |
| AltruismAn effective leader is someone who cares about people's well-being. They recognise the needs of others and respect their civil rights. Self-interest or selfishness should be avoided. |  |  |  |  |  |

Add up the sum of the ratings of all the properties. Divide the sum by 10 to get the average.

***The average will indicate your overall level of leadership skills:***

**1-2**: Low level of leadership

**2-3**: Medium level of leadership

**3-4:** High level of leadership

**4-5:** Exceptional level of leadership

**Definition of and weaknessesstrengths**

Review your ratings and identify the 5 qualities you rated highest (these will be your strengths).

Also identify the 5 qualities you ranked lowest (your weaknesses).

**Conclusions and development planning**

Based on your analysis, summarise your leadership qualities.

Identify areas where you can improve.

Create a plan to improve your weaknesses and strengthen your strengths.

***Advice***

* Be honest with yourself and don't be afraid to admit your weaknesses.
* Remember that leadership skills can be improved.
* Set realistic development goals for yourself.
* Look for opportunities to practice your leadership skills.
* Don't worry if you don't get the best results straight away. Improvement takes time and effort.