Reflection 4

My initial thoughts after receiving the outside observer LPI was that although it seems that my group member believed I was an effective leader, I could still work on certain areas to better improve my group’s overall experience in finishing this project. I found that the answers in the observer LPI were quite similar to the ones I gave myself however in some instances places where I believed I had done job in, such as future planning and receiving critiques, others did not see it that way. As a result from the strengths quest assignment I found my best strengths were being an achiever and a strategist which reflects my observer LPI results as I scored highest in areas such as setting interim goals and rewards for this project. The relational leadership model is a huge part of this observer LPI report as each of the scores reflects one of the five leadership practices and gives us insight on how to further our success as a group. Finally, I will use the results of the observer LPI to not only improve in the areas where I did not score as high as I would have liked to but also maintain the standard I have set to receive high scores in the other areas.

First off, after receiving the results from the observer LPI I found that I need to work on my forward thinking attitude and be able to visualize the goal our group is trying to reach. In order for a leader to accomplish their ultimate goal he or she needs to be able to visualize what the future could be and explain to others the steps that need to be taken in order to achieve it. Without this leadership quality others look upon you as if you have a dream without a plan and you will be stuck with a lot of potential to reach your goals but no means to achieve it. In order for our group to be successful I feel as if it is the duty of not only me but other group members as well to convey and paint a picture of what our success in this project could look like and how we are going to achieve it. I also need to improve on giving constructive criticism and positive feedback to group members who do a good job on their assignments. An effective leader is able to win the commitment and dedication of other group members and this is done through giving positive feedback to make others feel as if their hard work is paying off.

Secondly, one of my top strengths was being an achiever and to me, almost every statement on the Observer LPI can be applied to being an achiever. In order to achieve in this project one needs to be a good leader and exemplify each of the statements on the LPI to some degree so that the common goal is reached. Without creating a plan and setting interim goals, other group members may either fall behind on their work or not understand what they need to do in order to complete this project. My second highest strength was being a strategist and the LPI the statements, “Spends time and energy making certain that the people he works with adhere to the principles and standards that we have agreed on” and “actively listens to diverse points of view” reflect this strength the best. However, if a leader were to just decide on the plan him or her and not listen to the viewpoints of other members, the group may become frustrated in the direction that the project is going. So, the combination of a high score on both statements reflects the strategy I took as a democratic leader in order to include everyone’s points of view and develop a common plan to adhere to.

Finally, these results can be applied to not only the group project we have been working on but to the outside world where we will all soon be a part of. Being able to effectively create a plan for success and communicate this plan to others has been a crucial portion in our success as a group as from the very beginning we sat down and began constructing the process to complete this assignment. Also, setting a good example of what is expected from others is a huge part of our success in our project as without this step we would not be able to define the standard of excellence we want to abide by. Applying this leadership skill to our group has been an important part in our success because after one person sets the example, others follow and consequently an informal leadership skill was utilized.

In conclusion, , receiving the observer LPI results is important in many ways including individual improvement of leadership skills, group development of skills to ensure success, and applying the scores of different areas to the completion of the project. The observer LPI was able to identify the areas where I and other group members were doing a good job of being a leader along with the areas that needed improvement to ensure the completion of this assignment. Being able to identify the strengths and weaknesses through this assignment along with applying the results of the strengths quest assessment and the relational leadership model to the results allows us to see just exactly where our group is struggling and actively work to improve it to ensure future success.