

Introduction

Your Leadership Legacy is the assessment I chose to complete online. The highest score I received on any type of leader was 25. Three out of the six types listed, gave me the same score of 19. My highest score I received was a 21, but I didn't feel it was really me. This was the "experienced guide", the trusted advisor. "People Mover", and "Truth Seeker" seemed to blend the traits I see in myself. I received 19 out of 25 on these, but I do see myself as more of a people mover type, with nurturing qualities. I do have fellows from past years that still come by just to say hello and to stay in touch. I really enjoy the personal connection. I am very mindful of others during work and after hours. We all have lives outside of work and that makes us all unique. The truth-seeker leadership style goes hand in hand with my personality. I find myself leveling the playing field for those in need. I am working to complete the master's program to help guide me through all future endeavors. Being a born leader is not me, but little by little, I am learning to be more effective in my leadership skills. This test was very informative, in more ways than one.

Personality and Leadership Style Assessment

After completing my personality assessment, I wasn't that surprised when GOLD was my identifying color. I pride myself on being dependable, responsible, and loyal. That's not being egotistical, on my part, but I try so hard to do my best at whatever task I'm given. I do like having structure in my daily projects. In our fast paced, daily functions, there is little room for errors. Stability seems to reduce the amount of confusion, but I can see where it adds to the productivity among the entire staff. My downfall, and I hate to admit it, is being inflexible. I don't consider myself stubborn or obstinate, but when I know something is right, I hold my ground. I know I need to work on being more flexible. "Team flexibility facilitates adaptation to organizational change and improves both individual and group outcomes" (Ling et al., 2021). I do realize that flexibility is a must when working with others and I am going to try and be more open to others and their thoughts and suggestions. The personality assessment surprised me with details of my own personality! I was so surprised how accurate the test was, but I could see myself throughout the assessments. I work very hard to keep my standards high in my life at home and work. Because of my high standards in general, I'd like to think this is how I deal with daily interactions and even in my decision making. I am the same person at home vs work. Being inflexible at work makes me a little bossy at home! I think being structured and organized describes me perfectly. I am constantly working with an office staff and a group of 42 fellows. It's like I am trying to herd 42 cats, all at the same time and in the same direction. If it weren't for the structured routine, I could not do it.

I believe my leadership style is positive in more ways than one. It takes more than structure to succeed. I am a “people” person, and I place value on being responsible and being committed to those I work with. Since I am the inflexible one, it seems the one I am most inflexible with is me! I am going to work on the flexibility issues with myself, but I’ve never had any trouble being a team player and as a leader I would continue to always try for the right outcome. No one is perfect and I know being cooperative goes a long way. Every day is different, and I am sure something will come along that will push me over the edge! I am flexible to an extent, but I will always draw the line at purposely doing wrong or cause anything ill fated.

My personality traits complement my leadership style because it is not what you say but how you act. If I tell you I will do something, it will be done. My fairness is going to help with leadership effectiveness, since research shows that fair leadership reduces role ambiguity and creates clearer expectations for others (Nielsen, Christensen, Finne, & Knardahl, 2018). I consider myself open minded and fair to a fault. I will listen to all involved and practice some of the flexibility I need! I am always open to questions, ideas, thoughts, and suggestions. Working while being flexible is not impossible. I will need to keep that in the back of my mind, since open-mindedness is considered a key foundational aspect of learning in individuals, groups, and organizations (Lord et al., 2015).

Technology Leadership Philosophy

For our own good in the technical future, we must be lifelong learners. Although we will always rely on proven principles, the need for progress and improvement will require new methods of problem-solving technologies. Creativity will play a big part into integrating technology into education. Without creativity, there’s no open or free thinking. There is no room at this point for old school learning techniques. Students, today, need proper guidance and adaptation needs to be up front and at hand. I think skill development, where students develop the most essential skills, is the way to ease into technology integrating education. My core values go hand in hand with teaching technology. Integrity is very important to me. There needs to be more moral principles, even in hard times. Accountability, credibility, fairness, kindness, learning and loyalty are core values at the top of my list. Fostering innovation requires support and as a leader, I am willing to share experiences and encourage communication for new ideas and collaboration. It takes creativity to keep things interesting. Keeping it interesting leads to critical thinking and then communication. Student centered learning, with them working at their own pace, would be the best for all involved. “The student-centered approach using modern technologies in distance learning ... revealed that students’ motivation, engagement, and academic outcomes improved when learning is personalized, interactive, and responsive to their needs.” (Kerimbayev, Umirzakova, Shadieyev, & Jotsov, 2023) There is so much that is needed in diverse learning for our

technical future. Some students can't communicate effectively. That is a learning aspect all its own. Communication is so important. To enable all students to work well in diverse environments, their individual needs must be met. The proper resources must be provided, especially when organizing assignments. I would never try to implement any type of program with a mediocre effort. I think educational technology increases student engagement. Digital tools make learning more interactive, whereas traditional methods may not. Students need to acquire and practice literacy skills to stay competitive in the workforce. They also need soft skills like empathy and collaboration. Soft skills are built through experience and are crucial for succeeding in a job. According to Banerjee and Cai (2025), "durable skills—commonly known as 'soft skills' or employability skills—include critical thinking, emotional intelligence, creativity, communication, adaptability, and collaboration. "To successfully implement new technology, we need to plan by assessing the needs, selecting the appropriate technology and finally, create a detailed plan. There should be training and support with a small test run. Stay positive and share achievements and successes. Communicating with stake holders should be a priority. Make sure the communication plan supports your mission, because this is not a one plan fits all situation because. Be transparent and honest, actively listen and respond to all feedback. To maintain their trust, share how their feedback has influenced decisions. More importantly, I think being "human" makes you more relatable and engaging. Share relevant stories and admit mistakes. Being transparent and honest builds trust faster than anything. Showing your human side cultivates a culture of authenticity and encourages reciprocation in kind. Personal and ethical aspects of people and situations tend to foster connection and understanding. I really think by focusing on the human values, whether it be employees, clients or partners, ensures any situation can thrive and be successful. Being more human in the workplace is not unprofessional, but essential. Striving for authentic connections help foster better relationships and can help our own sense of well-being. These qualities go well beyond the traditional definition of professionalism. Showing your human side should go hand in hand with integrating technology into education.

References:

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