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**NORTHOUSE ASSESSMENTS
&
CRITICAL SELF-REFLECTION
DEVELOPMENT
(160 POINTS)**

**SEPARATE DEADLINES
SUBMIT THROUGH BLACKBOARD PER INSTRUCTIONS**

This assignment will require you to complete multiple assessments related to the Northouse textbook, and subsequently reflect upon your findings:

- **Part 1: Instruments/Questionnaires (Assessments) – Due Monday, June 10, 2019**
- **Part 2: Critical Self-Reflection Paper – Due Monday, June 17, 2019**

ASSIGNMENT DETAILS

Part 1: Elective Assessments (60 Points total; 15 points each)

You must complete at least four (4) out of the following items (refer to Bb for assessments and/or your Northouse e-Book resources to download assessment forms):

- Leadership Trait Questionnaire - LTQ (Chapter 2)
- Skills Inventory (Chapter 3)
- Leadership Behavior Questionnaire (Chapter 4)
- Situational Leadership: A Brief Questionnaire (Chapter 5)
- Path-Goal Leadership Questionnaire (Chapter 6)
- LMX 7 Questionnaire (Chapter 7)
- Sample Items – Multifactor Leadership Questionnaire (MLQ) Form 5X-Short (Chapter 8)
- Servant Leadership Questionnaire (Chapter 10)
- Adaptive Leadership Questionnaire (Chapter 11)
- The Leadership Archetype Questionnaire (Chapter 12)
- Perceived Leader Integrity Scale (Chapter 13)

Please feel free to contact the Instructor if you have any specific questions related to the assignment. Please be sure to read the chapter and if necessary, carry out research on your own in the area of interest first, as a self-directed learner.

*****Please plan ahead because some assessments require input from others.*****

Final Submission Instructions for Assessments

Submit your work through Blackboard > 'Assignments' tab > respective project folder:

PART 1: COMPLETED ELECTIVE ASSESSMENTS

I suggest you download the assessments of interest from the respective 'Written Assignments' folder. To complete the assessments, many students highlight their responses electronically (e.g., highlight the number 4 on a scale of 1 – 5); I prefer this format the most. Alternatively, you may mark your answers by hand and then scan your completed assessment for submission purposes. If you complete your assessments by hand, please be sure your hand-written work is legible and dark enough to be reviewed.

Submit your work as one final document that includes all four assessment in chronological order (e.g., ch. 1 assessment, ch. 5 assessment, etc.); that is, do not upload multiple documents.

Please submit copies of your completed assessments via the 'Assignments' link in Blackboard. You may upload documents as you complete each assessment by clicking 'Save as Draft.' After you have completed ALL of your work, click 'Submit' to finalize your submission for evaluation purposes. **Do NOT click 'Submit' until all completed assessments are properly uploaded (any submission made will be considered your final one for evaluation purposes*).**

***Please refer to the 'Submitting Assignments' tutorial for students about saving your 'work in progress,' and completing your submission.**

([http://challenger.indstate.edu/blackboard/tutorials/student/How to submit an Assignment/index.php](http://challenger.indstate.edu/blackboard/tutorials/student/How%20to%20submit%20an%20Assignment/index.php))

Part 2: Reflection Paper (100 Points)

- In your own words, summarize **each** completed assessment; that is, include sufficient details about **each** assessment such that someone unfamiliar with them could understand their purpose and what's involved. Each is unique; thus, do not generalize all four together.
- Discuss what **each** completed assessment revealed about yourself (do not bundle the four):
 - Where did you fall within the scope of each assessment?
 - What does this mean for each assessment?
 - In your judgment, does each set of results accurately reflect who you are within said contexts? Discuss your answers.
 - What did you learn about yourself based on completing each assessment?
 - Etc.
- Synthesize various findings based on **all** completed assessments:
 - Based on results specific to you, did you find common threads among all four assessments? Discuss your answers.
 - Based on results specific to you, did you find any differences among all four assessments? Discuss your answers.
 - Discuss general takeaways from having completed four different assessments.

- Consider the purpose of assessments in general and how results may be used for leadership development.
 - Identify and describe three (3) areas of opportunity for personal development and growth within the context of your professional goals and objectives. Summarize a plan of action to close performance gaps. (Note: To receive credit, your objectives should be measurable, such that success is defined and can be achieved.)
 - Discuss potential obstacles you may face and list possible ways to overcome them.
- Identify what may be your biggest challenges as a leader in today’s fast-paced, globalized economy.
- Concluding paragraph(s) – do not skip this section; ensure your takeaway is substantive.

General Guidelines for Reflection Paper: Format and Organization

- Paper is professional in appearance.
- Paper is error-free. Punctuation, spelling, and grammar have been checked and all mistakes have been corrected.
- APA (American Psychological Association) style formatting, according to the 6th edition.
- Double-spaced on standard-sized paper (8.5" x 11") with 1" margins on all sides.
- 12-point type, Times New Roman font, page header (e.g., Last Name | Topic).
 - <https://owl.english.purdue.edu/owl/section/2/10/>
- Paper includes three major sections:
 - **Title Page** [including course number and name, title of paper, your name]
 - **Main Body (which addresses each of the aforementioned items)**
 - **Bibliography** (include your textbook as one reference, and any other supplemental sources you may have reviewed to complete your work)
 - <https://owl.english.purdue.edu/owl/resource/560/01/>

Final Submission Instructions for Reflection Paper

Submit your work through Blackboard > ‘Assignments’ tab > respective project folder:

PART 2: WRITTEN REFLECTION PAPER

Submit your reflection paper, in the form of a Microsoft Word document, via the ‘Turnitin’ link in Blackboard so that it may be checked for originality (plagiarism) and then graded according to the evaluation criteria provided herein.



Your work will be evaluated using the following evaluation criteria:

- **Exemplary (93 – 100%):** Followed guidelines, work was professional in appearance and error-free, and met and/or exceeded all criteria. Clearly engaged in critical thinking regarding assignment. Critically reflected on results of the four assessments individually and collectively (synthesized results), and a gained deeper understanding of topic(s).

- **Substantial (83 – 92%):** Followed guidelines, work was professional in appearance and mostly error-free, and met criteria. Engaged in ample critical thinking regarding assignment. Critically reflected on assessment results and gained some new insights.
- **Proficient (74 – 82%):** Followed most guidelines, work was professional in appearance and met many criteria. Engaged in some critical thinking regarding assignment. Summarized assessment results but fell short of critically reflecting on or synthesizing them. Paper was acceptable but incorporated mostly basic concepts or short answers.
- **Unacceptable and/or Incomplete (0 – 73%):** Little or no evidence showing active engagement took place. An exceptionally short or underdeveloped paper could result in a score of 0 if lack of planning its content, organization, or reflection is observed.



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