

Personal Leadership Summative Assessment: Outline & Rubric

Summative Assessment Outline Personal Leadership

Competency Name: Personal Leadership

Competency Statement: Develop a personal philosophy of leadership through a personal assessment, focusing on personal and professional development.

Summative Assessment Submission Title: Personal Leadership Philosophy Paper

Competency Objectives:

1. Develop an understanding of the fundamentals of leadership research, including emotional intelligence.
2. Develop an understanding of the importance of leadership skills and characteristics, including mentoring and coaching.
3. Assess and examine personal beliefs, emotional intelligence, leadership styles and behaviors, using various leadership assessments (e.g., LPI, “360”, personal reflection).
4. Create a personal philosophy of leadership.

Program Learning Outcomes: N/A

Institutional Learning Outcomes: N/A

Purpose of This Assessment

The final assessment for this competency is to create a personal philosophy based on leadership research and assessments. You must include mentoring and coaching skills, as well as emotional intelligence. You will submit a paper in which you describe your own personal philosophy statement for the kind of leader you want to become. In this assignment, you will try to answer the question, *how do you see yourself as a leader?*

Items Required for Submission

The item required for submission is a Personal Leadership Philosophy paper.

Step ONE: Preparation: Considering Your Leadership Philosophy

It is important to establish and articulate your own philosophy about how you operate as a leader, regardless of the particular circumstances of your position. Your philosophy should be considered as you progress through the competency. It should incorporate the assigned readings, course activities, and reflections on the self-assessments. As you prepare to articulate your philosophy, consider the following:

- What do you think about leadership? What has influenced your thoughts?
- What key leadership experiences have informed your thinking?
- Do you believe that leadership is positional? Why or why not?
- When do you share your vision as a leader?
- Under what circumstances are you willing to take risks?
- What personal principles are you not willing to violate?
- How do you make decisions? Are they based on evidence or intuition?
- Which decisions do you make individually and which do you make collectively?
- How do your personal beliefs (e.g., religion, inclusiveness, etc.) affect your leadership philosophy?

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- How do you respond when your leadership beliefs or practices are challenged?
- What are your areas of need or weakness? How do you plan to address or manage these?
- What is the impact of your leadership style? How will your behavior have an impact on people, processes, and/or situations?

Step TWO: Complete the Personal Philosophy Paper

The purpose of this paper is to articulate your personal leadership philosophy and support that philosophy based on your understanding of leadership theories, your reflection of your own strengths and weaknesses, and your expectations of yourself as a future leader. The paper must include the following:

1. An explanation of leadership research theories, concepts, practices, styles, and beliefs that influence your leadership philosophy and an analysis of how they influence it. The explanation must be supported by a minimum of three scholarly journals and competency readings.
2. A comparison of leadership research theories, concepts, practices, styles, and beliefs.
3. An evaluation of your strengths and weaknesses based on self-reflection and self-assessments completed as part of the competency's learning activities.
4. An evaluation of how your strengths support your ability to apply your leadership philosophy.
5. A plan to address your weaknesses in order to be consistent with your leadership philosophy.
6. A clear statement of your leadership philosophy and how it connects to research theories, concepts, practices, and styles; self-reflection and self-assessments; and your expectations in moving forward as a leader. Your statement should answer the question: "How do you see yourself as a leader?" Include at least three specific examples to support these connections and demonstrate your ability to apply your philosophy to real-life situations.
7. Your paper should be eight to 10 pages (not including title or reference pages) and:
 - a. Be typed and double-spaced, using 12-point font, with 1 in. margins on all sides.
 - b. Follow APA format.
 - c. Include your name and page numbers in the header/footer.
 - d. Reference a minimum of three scholarly journals, as well as the textbook.
 - e. Cite sources, parenthetically and in the reference page. Citations must follow APA format.
 - Citing your sources is a way of demonstrating from where and how you came to know something.

Step THREE: Complete Checklist for Submission

Before you submit, check to see if you believe you have met the criteria noted below.

Did you....

- ✓ Include a detailed comparison between various theories, concepts, practices, styles, and beliefs and how they influence your personal philosophy?
- ✓ Support your comparison between theories, concepts, practices, styles and beliefs with at least three scholarly references and competency readings?
- ✓ Clearly articulate your strengths and weaknesses?


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- ✓ Provide rationale for your strengths and weaknesses including self-reflection and self-assessments?
- ✓ Evaluate connections between your strengths and your personal leadership philosophy?
- ✓ Specify a plan to address weaknesses and connect the plan to your personal leadership philosophy?
- ✓ Clearly state your leadership philosophy and how it connects to research theories, concepts, practices, and styles; self-reflection and self-assessments; and expectations in moving forward as a leader?
- ✓ Include at least three specific examples to demonstrate the ability to apply your personal leadership philosophy to real life situations?
- ✓ Clearly respond to the question: “How do you see yourself as a leader?”
- ✓ Use three or more scholarly sources, course readings, and self-assessment data to support analysis?
- ✓ Assure that your paper flows logically, is well written and meets the required minimum length?
- ✓ Proofread for accurate spelling, grammar, and punctuation?
- ✓ Follow APA formatting standards?

Step FOUR: Submit Your Work

- Your completed final assessment documents should be submitted through the Final Assessment page of your competency.
- Please note, for files smaller than 10MB (i.e., most Word documents), use the corresponding “+UPLOAD STUDENT FILE” button to upload your final assessment assignments. For larger files of any type (i.e., voice-over PowerPoint files, videos, or image-heavy documents), please use the optional TEXT EDITOR to provide a URL where your grader can download your file.

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 BRANDMAN
University
CHAPMAN UNIVERSITY SYSTEM

Dashboard

Competencies

Learning Journal

+ SRM FA Doc1.docx



+ Upload additional files to this assignment. This is optional



Assignment 5



5. A 10- to 15-slide PowerPoint presentation with supporting voice-over



Use File Uploader

B *I*

Download URL for Assignment 5: <https://fwk.box.com/s/2nwjgkwooz6pa7wm8uzojjwerzb7sl2>

Comments (Optional)

- How you create a download URL is up to you, but various free online providers, including Google Drive, Box.com, or Dropbox, offer this service. Please make sure that the URL you provide can be accessed by anyone with the link. For further instructions on how to create public links for uploaded files, consult the support pages for your chosen provider.

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Scoring Rubric for Summative Assessment

<i>Criterion</i>	EMERGING (1)	DEVELOPING (2)	PROFICIENT (3)	EXEMPLARY (4)
Application of Philosophy	Fails to state leadership philosophy and provides no connections to research theories, concepts, practices, and styles; self-reflection and self-assessments; and expectations in moving forward as a leader. Includes no specific examples to demonstrate the ability to apply personal leadership philosophy to real life situations. Fails to responds to the question: "How do you see yourself as a leader?"	States leadership philosophy with erroneous connections to research theories, concepts, practices, and styles; self-reflection and self-assessments; and expectations in moving forward as a leader. Includes at least one specific example to demonstrate the ability to apply personal leadership philosophy to real life situations. Vaguely responds to the question: "How do you see yourself as a leader?"	States leadership philosophy with limited connections to research theories, concepts, practices, and styles; self-reflection and self-assessments; and expectations in moving forward as a leader. Includes at least two specific examples to demonstrate the ability to apply personal leadership philosophy to real life situations. Responds to the question: "How do you see yourself as a leader?"	Clearly states leadership philosophy and how it connects to research theories, concepts, practices, and styles; self-reflection and self-assessments; and expectations in moving forward as a leader. Includes at least three specific examples to demonstrate the ability to apply personal leadership philosophy to real life situations. Clearly responds to the question: "How do you see yourself as a leader?"
Theory and Research	Demonstrates surface understanding of the similarities and differences between/among leadership theories, concepts, practices, styles, and beliefs. Fails to include information to make comparisons between various theories, concepts, practices, styles, and beliefs and how they influence your personal philosophy. Explanations are not supported by scholarly references and competency readings.	Demonstrates partial understanding of the similarities and differences between/among leadership theories, concepts, practices, styles, and beliefs. This understanding lacks information to make comparisons between various theories, concepts, practices, styles, and beliefs and how they influence your personal philosophy. Explanations are partially supported by scholarly references and	Demonstrates adequate understanding of the similarities and differences between/among leadership theories, concepts, practices, styles, and beliefs. This understanding includes a comparison between various theories, concepts, practices, styles, and beliefs and how they influence your personal philosophy. Explanations are supported by scholarly references and competency readings.	Demonstrates sophisticated understanding of leadership research-theories, concepts, practices, styles, and beliefs. This understanding includes a detailed comparison between various theories, concepts, practices, styles, and beliefs and how they influence your personal philosophy. Explanations are clearly supported by at least three scholarly references and

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		competency readings.		competency readings.
Reflection	Does not articulate strengths and weaknesses supported by self-reflection and self-assessments. Fails to evaluate connections between strengths and personal leadership philosophy. Does not provide a plan to address weaknesses with connections to personal leadership philosophy.	Somewhat articulates strengths and weaknesses supported by inaccurate or inappropriate self-reflection and self-assessments. Weakly evaluates connections between strengths and personal leadership philosophy. Describes an abbreviated plan to address weaknesses and poorly connects the plan to personal leadership philosophy.	Articulates strengths and weaknesses supported by some self-reflection and self-assessments. Sufficiently evaluates connections between strengths and personal leadership philosophy. Articulates a plan to address weaknesses and connects the plan to personal leadership philosophy.	Clearly articulates strengths and weaknesses supported by self-reflection and self-assessments. Thoughtfully evaluates connections between strengths and personal leadership philosophy. Clearly articulates a plan to address weaknesses and connects the plan to personal leadership philosophy.
Writing Mechanics	Does not use outside sources to support analysis. The paper lacks clarity and may be confusing as well as too long or short. Numerous errors in spelling, grammar, and/or punctuation. Limited, if any, adherence to APA standards.	Uses one source, course reading, and self-assessment data to support analysis. The paper is somewhat logical and well-written but is too long or short. Some errors in spelling, grammar, and/or punctuation. APA standards are somewhat followed but with numerous errors.	Uses two scholarly sources, course readings, and self-assessment data to support analysis. The paper is logical, well-written, and the required length. There may be one or two minor errors in spelling, grammar, and/or punctuation. APA formatting standards are followed with a few minor errors.	Uses three or more scholarly sources, course readings, and self-assessment data to support analysis. The paper is logical, well-written, and the required length. Spelling, grammar, and punctuation are accurate. APA formatting standards are followed with no errors.