

# Leadership Autobiography

CPD 400 Fall 2024

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## **Introduction**

This Leadership Autobiography intends to help strengthen my role as a leader. I will use my DISC personality test the 16 Personalities test results to assess my leadership strengths and weaknesses which will help me better understand my leadership style. I will set goals to improve my weaknesses and goals for my career as well as future leadership goals. I will also use my results to provide insight into how they align with my goals. This development plan will also entail a plan of action on how I will improve and strengthen my career goals and future leadership development.

## **Self- Reflection**

After taking the 16Personalities assessment online, my results determined that I am an INTJ-T type. According to the assessment, the letters from my result stand for Introverted, Intuitive, Thinking, Judging, and Turbulent. The above attributes lead to strengths that can be defined using words like strategic planning, analytical thinking, independence, and efficiency. My professional life flourishes in environments where I can successfully implement innovative ideas, excel in complex problem-solving, and maintain a broad perspective while still paying meticulous attention to minute details. According to my results, my weaknesses include high standards, aversion to routine, a direct communication style, and being too independent. Because I have high standards, there is a possibility that I can make slow progress on work. With

my preference for direct communication, I give the opportunity to come off as harsh or possibly impersonal. (*INTJ personality (architect)*)

The next assessment I took was the DISC personality test. This test yielded the result that my work style is characterized as being Conscientious (*Disc test results: Personality quizzes to Unlock your best self*). As such, I am often described as being detail-oriented, logic-driven, and willing to share my expertise with others. However, because I am logic-driven, I can openly question the practicality of a proposed path in responding to disruptions. I also have the possibility of overthinking and overanalyzing situations, sometimes leading to unnecessary complications (Shriver, 2024).

## **Development**

My ultimate goal is to teach at the elementary school level, specifically focusing on K-2 grade. My first personal development goal is to successfully complete my Bachelor's in Leadership. After graduating, I aim to pursue a post-baccalaureate endorsement in preK-6 education. My next goal is to successfully pass the Praxis exam and subsequently land a teaching job that aligns with my passion for education. I have a career aspiration to become a nationally board-certified teacher; this will help me be a highly qualified educator. I believe I'd eventually make a good lead teacher, which would possibly be a step towards future leadership roles.

To achieve my first goal of completing my bachelor's degree in leadership, I plan to finish the remaining classes by August 2025. The leadership courses will help me grow as a leader by teaching me ways to overcome my weaknesses, as identified in my test results. Upon completion of my bachelor's degree, I will have the ability to apply to the Post Baccalaureate Endorsement Program offered at ODU. Throughout the process of obtaining my educational

goals, I will be gaining valuable work experience as a substitute teacher. This will provide an in-classroom experience of effectively managing a class and developing the skills needed when things do not go as planned. This will also allow me to establish connections with coworkers, possibly fostering a mentorship relationship. As described in *Navigating K-12 Education Leadership Not Designed for Us: Perspectives from a Hmong Woman*, a mentor can be an experienced leader who can aid in training. Having a mentor can also aid in improving some of the weaknesses listed in my self-assessment, as well as some of my strengths. “Mentorship hinges on the inculcation and knowledge and skills of others” (Keo *Navigating K-12 education leadership not designed for US: Perspectives from a Hmong woman Mentors*). After completing my post-baccalaureate endorsement, I'll take the Praxis exam. With my education, Praxis exam pass, and mentorship experience, I'll land a teaching job. My last goal is to become a national board-certified teacher, which requires three years of teaching experience. I'll enroll in the necessary classes to become board-certified. This will pave the way for future leadership roles.

## **Conclusion**

Now that I have a more profound understanding of my strengths and weaknesses, I have established specific, measurable goals and developed a comprehensive plan to facilitate my personal and professional growth over the next five years. I have developed a comprehensive plan outlining the specific steps I will take to improve and strengthen my career goals over time. This Leadership Autobiography will significantly help me to strengthen my role in leadership and develop my skills further. With the perfect blend of education, substantial work experience, and valuable mentorship, I can evolve into a highly effective teacher who inspires and encourages a future generation of innovative leaders.

## Reference

*Disc test results: Personality quizzes to Unlock your best self.* DISC Test Results | Personality Quizzes to Unlock Your Best Self. (n.d.). [https://results.personality-quizzes.com/disc-test-results/?client\\_reference\\_id=dc7fd8bc-51f0-49ac-8649-cda61d40181e&utm\\_source=results\\_email&TestResult=Conscientiousness&MainResult=Influence&utm\\_content=&prefilled\\_email=joan.m.rios%40gmail.com&NAME2=Joan&NAME=Joan](https://results.personality-quizzes.com/disc-test-results/?client_reference_id=dc7fd8bc-51f0-49ac-8649-cda61d40181e&utm_source=results_email&TestResult=Conscientiousness&MainResult=Influence&utm_content=&prefilled_email=joan.m.rios%40gmail.com&NAME2=Joan&NAME=Joan)

*INTJ personality (architect).* 16Personalities. (n.d.). <https://www.16personalities.com/intj-personality>

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Shriver, E. (2024, November 15). *What are the Four disc® personality types?*. Situational Leadership® Management and Leadership Training. <https://situational.com/blog/what-are-the-four-disc-personality-types/#:~:text=C%3A%20CONSCIENTIOUSNESS,the%20quality%20of%20their%20work.>

