

Leadership Self-Assessment Table

Section	Question	Answer Options
1. Leadership Style	How would you best describe your natural leadership style? <i>Select one or more options.</i>	<ul style="list-style-type: none"> • Visionary (Big-picture thinker, inspires a shared vision) • Collaborative (Team-oriented, inclusive decision-making) • Directive (Task-focused, emphasizes structure and control) • Coaching (Develops individuals, focuses on growth) • Other (Specify): _____
2. Leadership Focus	Do you focus more on leading people or managing processes?	<ul style="list-style-type: none"> • Leading people (Inspiring, motivating, and guiding) • Managing processes (Planning, prioritizing, and executing) • Both equally
3. Key Strengths	Identify 2 leadership strengths that you consistently rely on.	<ul style="list-style-type: none"> • Communication • Decision-making • Emotional intelligence • Conflict resolution • Strategic thinking • Empathy • Delegation • Other (Specify): _____
4. Key Strengths – Application	Briefly describe a specific situation where you successfully applied one of the strengths listed above.	<i>Answer in 2–3 sentences (Example: “I used empathy and active listening to resolve a miscommunication between two team members”).</i>
5. Leadership Challenge	What is one leadership challenge you’ve faced in the past?	<ul style="list-style-type: none"> • <i>Check one option below and provide a brief explanation in 2–3 sentences.</i> • Resolving team conflicts • Providing constructive feedback • Handling resistance from team members • Delegating tasks effectively • Managing deadlines under pressure • Gaining credibility as a leader • Other (Specify): _____

6. Areas for Growth	Identify one area where you'd like to improve as a leader and explain why it's important.	<i>Briefly describe in 2–3 sentences. For example: "I want to improve how I deliver feedback to make it more constructive and supportive"</i>
7. Action Plan – Growth Focus 1	Set a SMART Goal for improving the area identified in question #6 (Specific, Measurable, Achievable, Relevant, Time-bound).	For example: <i>"I aim to be a leader who empowers teams to take ownership of their work while fostering a culture of trust, collaboration, and empathy."</i>

Avazbek Sirojiddinov Table:

Leadership Style	Visionary, collaborative, coaching, delegating
Leadership Focus	80/20 - 80% Leading people and 20% managing processes
Key Strengths	Decision-making and emotional intelligence. But if I had more options to choose I would also choose strategic thinking and delegation
Key Strengths – Application	I had an opportunity to choose what to do as a decision making person and took all the responsibility on my shoulders about the consequences. And I made the right choice.
Leadership Challenge	Providing constructive feedback - I had a new employee onboarded recently and he asked about constructive feedback. It has been a short period since he has started working, and I didn't have enough time to assess him as an employee.
Areas for Growth	I want to have more hard skills and understand more in analytics
Action Plan – Growth Focus 1	By June 2026, I will improve my analytics skills by completing two courses (SQL and Data Analytics), creating three dashboards based on Bellissimo data, and applying these skills in at least one strategic project.

Leadership Reflection Essay

Introduction

This self-assessment provides a snapshot of my current leadership philosophy, skills, and areas targeted for growth. My natural approach is multifaceted, blending **Visionary, Collaborative, Coaching, and Delegating** styles, underpinned by a core belief that effective leadership centers on people rather than exclusively on processes. As reflected in my focus distribution—**80% on leading people** and **20% on managing processes**—my primary energy is directed toward inspiring, motivating, and guiding team members to achieve a shared vision.

Core Strengths and Application

Two key strengths I consistently rely on are **Decision-making** and **Emotional Intelligence**. While I recognize the value of Strategic Thinking and Delegation, my confidence lies in my ability to make timely and well-considered choices, and to manage both my own and others' emotions effectively.

A recent situation exemplified my reliance on proactive decision-making. Faced with a crucial choice for a project's direction, I took full responsibility for selecting the path forward, consciously accepting the potential consequences. This decisive action, which ultimately proved correct, not only steered the project to success but also demonstrated accountability and confidence to the team.

Challenges and Growth Opportunities

My most recent leadership challenge involved **Providing Constructive Feedback**. I encountered difficulty offering substantial feedback to a newly onboarded employee who asked for it, due to the short tenure of their employment. I felt I lacked sufficient data or time to provide a truly fair and detailed assessment. This experience highlighted the need for deliberate, ongoing assessment practices, even in the early stages of a working relationship.

Looking ahead, my primary area for growth is strengthening my **hard skills, particularly in analytics**. I recognize that while leading people is vital, a deeper understanding of data and analytics is essential for strategic decision-making in a modern business environment. Improving in this area will allow me to transition from making intuitive decisions to making data-backed, high-impact strategic choices.

Action Plan for Development

To address this need for analytical skill development, I have established a **SMART Goal** focused on concrete, measurable achievement:

Action Plan – Growth Focus

Metric	Detail	Target Date
Skill Focus	Improve analytics skills	June 2026

Metric	Detail	Target Date
Courses	Complete two certified courses (SQL and Data Analytics)	June 2026
Deliverables	Create three dashboards based on Bellissimo data	June 2026
Application	Apply these skills in at least one strategic project	June 2026

This plan is **Specific** (SQL, Data Analytics, three dashboards), **Measurable** (completion of courses, number of dashboards), **Achievable** (given the timeframe), **Relevant** (to strategic decision-making), and **Time-bound** (June 2026). Achieving this goal will equip me to be a more well-rounded leader who can both inspire teams and leverage data to drive tangible business results.

Conclusion

Leadership is a continuous journey of self-reflection and refinement. My self-assessment confirms my strengths in people-centric skills like vision, collaboration, coaching, decision-making, and emotional intelligence. Simultaneously, it clearly defines the path for future development, prioritizing the acquisition of robust analytical hard skills. By executing the outlined action plan, I aim to evolve into a more strategic and data-informed leader, thereby maximizing my impact on organizational success.