

Exploring Leadership Identity

STUDENT REFLECTIONS AFTER THE INSIGHTS DISCOVERY[®] ASSESSMENT

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INTRODUCTION

- Collegiate **leadership development programs** play a **significant role** in the leadership development of undergraduate students (Eich, 2008).
- Prior research states that **communication, relationship building, and collaboration** are among the most important (Crawford & Fink, 2020).
- **Reflective writing** allows students to interpret their experiences and utilize their **own thoughts to learn** (Badley, 2009).
- Leadership Identity Development Theory suggests leadership is purposeful, inclusive, empowering, ethical, and process oriented (Komives et al., 2009).
- This study focuses on “**the developing self and changing view of self with others**” theoretical categories.

METHODOLOGY

- (N = 14) undergraduate students participated in a professional development workshop three weeks after completing the **Insights Discovery[®] Assessment**.
- Students were asked to reflect on their experience by answering three questions about their **self-evaluation** and interaction with their **peers**.
- A **thematic analysis** was conducted to determine overarching themes from the students' responses.

CONCLUSIONS/ RECOMMENDATIONS

- Universities are tasked with providing students with **opportunities to grow specific leadership and personal competencies** (Easterly III et al., 2017).
- Programs should consider implementing **reflections** after professional development assessments to further **develop leadership identity, self-awareness and career preparation**.
- Implementing reflections will promote **interpersonal communication** between members, improve their **self-awareness** and **self-efficacy**, and enhance their **personal growth**.

RESULTS

INCREASED SELF-AWARENESS

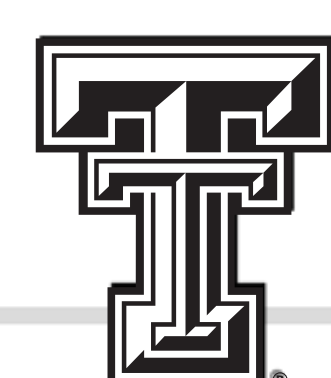
“Moving forward, I believe I could greatly benefit from being more **empathetic** to those who enjoy moving slowly with a lot of details while also building on my strengths.”

ENHANCED PERSONAL GROWTH

“I have already been able to use my insights profile in an interview. It has been extremely beneficial to be able to express my **strengths** and **weaknesses**, while also explaining how to best use them.”

IMPROVED INTERPERSONAL COMMUNICATION AND COLLABORATION

“I know how to **communicate** more effectively and be more **understanding** toward others.”



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