

Score 17.4

[Comment:] APA writing style. Document formatting needs work. Document formatting issues: vertical spacing; horizontal spacing; line spacing; reference indent; page header; section headers; font control; page breaks; bullets or lists. [Observations:] Please review APA style (in-text citations; references). In-text citations need to be in proper format, not footnotes. References should not be numbered. Highly redundant writing. {Integrity}: 100%. {Length}: Just a tiny bit short (97%)—try to write a bit more. {Mechanics:} 86% (spelling 100%, grammar 66%, punctuation 81%, word choice 96%). {Citation formatting:} 0%. Reference formatting: main problem area—titles (source title); most frequent error types—element misidentified, element miscapitalized, element misitalicized. Missing textbook references; please look for higher-quality scholarly references (you have 2 elementary sources). Error in reference section header. In-text cite grade: seriously deficient (in-text cites misformatted, misspelled). {Reasoning, logic:} 27% (efficiency 6%, acuity 26%, clarity 48%, objectivity 30%).

Characteristic of a Leader

The characteristics of a leader are essential to the success of any organization. According to the Center for Creative Leadership, a good leader should have integrity, self-awareness, courage, respect, empathy, and gratitude. They should be learning agile and flex their influence while communicating and delegating effectively ^[1]. On the other hand, Southern New Hampshire University suggests that good leaders possess self-awareness, garner credibility, focus on relationship-building, have a bias for action, exhibit humility, empower others, stay authentic, present themselves as constant and consistent, become role models and are fully present ^[2].

Integrity is an essential leadership trait for the individual and the organization. It's especially important for top-level executives who are charting the organization's course and making countless other significant decisions. Our research has found that integrity may actually be a potential blind spot for organizations, so make sure your organization reinforces the importance of honesty and integrity to leaders at various levels^[1].

Delegating is one of the core responsibilities of a leader, but it can be tricky to delegate effectively. The goal isn't just to free yourself up — it's also to enable your direct reports to grow, facilitate teamwork, provide autonomy, and lead to better decision-making. The best leaders build trust in the workplace and their teams through effective delegation^[1]. Effective leadership and effective communication are intertwined. The best leaders are skilled communicators who can communicate in a variety of ways, from transmitting information to inspiring others to coaching direct reports. And you must be able to listen to and communicate with, a wide range of people across roles, geographies, social

identities, and more. The quality and effectiveness of communication among leaders across your organization directly affect the success of your business strategy, too.^[1]

Self-awareness and humility are indeed crucial for leadership. As a leader, it is essential to understand your strengths and weaknesses to be more effective. However, self-awareness is not just about knowing your strengths and weaknesses. It is also about understanding how you show up at work and how others perceive you. One way to gain insight into how others view you is to ask for feedback. You can ask your colleagues, direct reports, or even your boss for feedback on your leadership style. This feedback can help you identify areas where you need to improve and build on your strengths.^[1]

In addition to empowering others and focusing on relationship-building, good leaders should also be able to inspire their team members. Leaders can do this by sharing their passion for their work and helping their team members understand the value of their work. Leaders who are passionate about their work can motivate their team members to be more engaged and productive.^[2]

In conclusion, the characteristics of a leader are essential to the success of any organization. Integrity, self-awareness, courage, respect, empathy, and gratitude are some of the key traits that a good leader should possess. Effective delegation, communication, and learning agility are also important. Good leaders empower others, focus on relationship-building, and exhibit humility. They stay authentic and present themselves as constant and consistent, which helps them to become role models and garner credibility.

References:

1. Center for Creative Leadership. (n.d.). The 10 Characteristics and Qualities of a Good Leader. CCL. <https://www.ccl.org/articles/leading-effectively-articles/characteristics-good-leader/>
2. Southern New Hampshire University. (2023, May 31). 10 Good Leadership Qualities. SNHU. <https://www.snhu.edu/about-us/newsroom/business/qualities-of-a-good-leader>

