**What score did you receive and why?**

19 – Self Awareness

19 – Internalized Moral Perspectives

18 – Balanced Processing

17 – Relational Transparency

I wasn’t surprised at the scores, but it did validate the areas that I have worked on over the years as a leader, are still things I must remind myself to continue to keep uppermost in my actions as a leader especially as a coach and consultant.

**What did you learn about yourself because of taking this survey?**

Being authentic has always been a signature strength of mine that has helped me be a better leader in catastrophic times in the insurance and financial services industry. However, authentic leadership wasn’t always as widely accepted in the corporate world as it is today. But I persevered because I knew the field force (which were the folks I led) genuinely appreciated the transparency and willingness to listen to their input regardless of whether it was implemented. One person paid me the best compliment I could have ever asked for. He said that I was the calm within the storm. That trait I inherited from my Dad. It also reminded me that because I don’t lead large teams any longer doesn’t mean that I can’t use this exercise in a more intentional way to help my clients become better leaders regardless of their positions.

**What modifications or enhancements will you make to be a better adaptable leader in the workplace?**

* I will be more intentional with clients and those I mentor to include this survey when discussing authentic leadership and help them include those areas in need of attention in their personal development plans.
* For me personally, I will continue to work on the areas where I scored high but not the top score. There is always room for improvement.