

CONTINUOUS ASSESSMENT TEST (C.A.T.)

INSTRUCTION TO STUDENTS: ATTEMPT ALL THE QUESTIONS

1. What do you understand by the following terms as they have been used in Leadership principles?

- 1) Servant leadership – This type of leadership describes leaders who lead from positions of moral influence, not from a power relationship, and who are follower-centric. The attributes most commonly associated with servant leadership are empathy, kindness, honesty, humility and respect for others especially the less powerful followers or subordinates. Servant leadership transcends self-interests to serve the needs of others by helping followers grow professionally and personally.
- 2) Ethical leadership – This is leadership where the leader thinks about long-term consequences, drawbacks and benefits of the decisions they make in the organization. They are humble, concerned for the greater good, strive for fairness, take responsibility and show respect for each individual. Ethical leaders set high ethical standards and act in accordance with them. They influence ethical values of the organization through their behavior. Leaders serve as role models for their followers and show them the behavioral boundaries set within an organization. They are perceived as honest, trustworthy, courageous and demonstrating integrity.

2. State ANY five qualities that are leader-oriented that make up successful leadership.

- 1) Courage
- 2) Competency
- 3) Integrity
- 4) Passion
- 5) Purpose
- 6) Intimacy
- 7) Vision

3. Briefly discuss the following elements of ethics

- i. Organizational elements - Probably the most common organizational element involved in ethical dilemmas is the organization's financial operations. They may be facilitating or covering up ethical failures in other areas of the organization. When a business unit illegally dumps toxic waste, or illegally bribes a foreign official, there is generally an attempt to hide this original failure by creatively providing answers to questions about expenses or realized profits.

ii. Leadership Elements - While there are some potentially directly measurable results of an organization's behavior, determining what elements of leadership are affected is not necessarily as easy. It is reasonable to conclude that by virtue of being ultimately responsible for the actions and behavior of the organization, all elements of a leader's personal ethics impact their leadership. In other words, all elements of leadership are in some way impacted by ethics.

iii. Societal Elements

Globalization now includes knowledge, and consumers are more knowledgeable than before and desire even more. Capitalizing on this desire, special interest groups have jumped on the information bandwagon, packaging and disseminating their special beliefs on a dizzying array of subjects from politics and science, to health and culture, and beyond. For an ever-increasing consumer segment this bombardment and availability of knowledge has forced an evaluation of their own personal beliefs, and code of ethics.