In the 21st century, the study of leadership is multidisciplinary, with contributions from the fields of history, philosophy, psychology, political science, business, and education (Northouse, 2007). There are almost as many definitions of *leadership* as there are people who have tried to define it. Although we intuitively know what the word means, it has different meaning for different people. Manning and Curtis (2012) explained, "Leadership is social influence. It means leaving a mark. It is initiating and guiding, and the result is change". By successfully completing this assessment, you will demonstrate your proficiency in the following course competencies and assessment criteria:

* Competency 1: Evaluate the purpose and relevance of leadership.
  + Develop a definition of leadership.
  + Explain how leadership can positively impact an organization.
* Competency 2: Evaluate how leadership strengths apply in the workplace and within the community.
  + Explain a strategy to develop leadership skills.
  + Develop a definition of management.
  + Explain the differences between leadership and management.

**QUESTIONS TO CONSIDER**

As you prepare to complete this assessment, you may want to think about other related issues to deepen your understanding or broaden your viewpoint. You are encouraged to consider the questions below and discuss them with a fellow learner, a work associate, an interested friend, or a member of your professional community. Note that these questions are for your own development and exploration and do not need to be completed or submitted as part of your assessment.

* How do effective leaders model behavior for others?
* Is it possible to model leadership outside of the workplace?

**ASSESSMENT INSTRUCTIONS**

For this assessment, consider that you are a successful middle manager in an organization that has an executive level position open. The human resources department is leading an internal search for that opening and considers leadership strengths as key to the position. As part of the application process for candidates interested in the opening, they asked each candidate to submit a short paper explaining the candidate's views of leadership.To complete your paper, research the definition of *leadership* and consider how the definitions you find match your own ideas of what leadership means. The organization's HR department indicated the paper should be around 2–ï»¿3 pages. They also provided the following outline to use in preparing the paper:

* Create a definition of *leadership* and support it with examples.
* Analyze how leadership can positively impact an organization and provide supporting examples.
* Develop and analyze a personal strategy to develop leadership skills, including why you think it is effective.
* Explain your personal strategy to develop leadership skills.
* Create a definition of management and support it with examples.
* Compare and contrast the differences between leadership and management.

Based on the intended audience, your summary should be well organized and written in clear, succinct language. Follow APA rules for attributing sources that support your analysis and conclusions.Academic Integrity and APA FormattingAs a reminder related to using APA rules to ensure academic honesty:

1. When using a direct quote (using exact or nearly exact wording), you must enclose the quoted wording in quotation marks, immediately followed by an in-text citation. The source must then be listed in your references page.
2. When paraphrasing (using your own words to describe a non-original idea), the paraphrased idea must be immediately followed by an in-text citation and the source must be listed in your references page.