Measuring Leadership Foundations Through Combination of Personal Test Based on Mother-Reptile, and Analysis Technique Based on Chunking

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Abstract. To get a measurable leader is not an easy task. It takes a good and precise method to get it. A responsible way is to do a personal test. The personal test that should be done must be independent and qualified. In this study, a Mama-Reptile-based personal test was conducted to find the results of the mapping of the leadership potential of the population, then the Chunking analysis technique was used to enumerate the correctness of the information in conducting the test, so that the information generated was quite complete and measurable that reflected the actual conditions because it could be traced through test documents done before. The study of 21 students and 9 female students broke the myth that men tend to act like crocodiles (reptiles) because 10 people tend to have the status of mammals (dolphins). Likewise, in the female group of 9 people, 5 were reptiles. So, of the total respondents, 14 people have the character of mammals and 16 are reptiles. If the score difference between the two is far, it can be ascertained that the respondent is dominant in the reptile character or vice versa. From this condition, there are 5 dominant with mammal character and 7 dominant with reptile character. To ensure that the researcher's information is complete and enumerated properly, the Chunking analysis technique was carried out. It was found that of the 30 respondents the tendency of the population with reptile characteristics was not strong enough.

Keywords: Combination · Chunking · Leadership · Mama-Reptile

1 Introduction

Early leadership theory focused on leaders (trait theory) and the way leaders interact with group members (behavior theory). Six characteristics related to effective leadership have: First, the drive to lead. The second, the will to lead. Third, honesty and integrity. Fourth, intelligence. Fifth, self-confidence. Sixth, work-related knowledge. Likewise his leadership style: democratic, autocratic, and Laissez Faire style.

Transformational, Transactional Leadership is the latest model of leadership approach. Transactional leaders are leaders who guide their followers towards set goals by clarifying the requirements or tasks. Transformational leaders are leaders who inspire them to go beyond personal interests for the sake of the organization.

In addition to the leadership above, there are several other recent leadership approaches, charismatic leadership, visionary, team leadership. Charismatic leaders are enthusiastic and confident leaders whose personalities and actions influence people to behave in certain ways. Meanwhile, a visionary leader is a leader who transcends his people because of his ability to create and state a realistic, trustworthy, and attractive vision of the future. Then the team leader is the problem-solving leader, the conflict manager, and the coach.

Is the leadership exposure above reflected in the dichotomy of Mammal vs Reptile leadership style? This dichotomy was first introduced by B. Joseph White, who was once President of the University of Illinois which supervised 70,000 students and 28,000 teaching staff with 0.5 million alumni. Under his leadership, the University of Illinois has 21 researchers who have won the Nobel Prize. White also has extensive experience as a consultant and manager in manufacturing and finance.

Personal tests were conducted to measure the foundation of student leadership. With this personality test, it will be known the foundation of student leadership in the desire to lead, strength as a leader, and character of a leader.

The three foundations each have a certain score limit. When the score is below the required score, it is followed by CHUNKING, a strategy of counting information to ensure that the information submitted by students in the questionnaire is accurate.

1.1 Mammals - Reptiles

There are differences in the thinking habits of the Reptile and Mammal groups. White's first group called him "Reptile" humans who tend to think logically, orderly, systematically, quantitatively, and can consider the cost-benefit. They tend to be results-oriented. This group of reptiles tends to regard the non-economic social sciences as the soft, easy, "less nutritious" science. On the other hand, non-economic groups view the "reptile" group as theoretical, less humanistic, dry (humorless), less touchable, and realistic Table 1.

1.2 Chunking

Organizing or dividing multiple experiences into larger or smaller chunks. Chunking up involves moving to a broader and more abstract level of information. Chunking down involves moving to a more specific and concrete level of information. Chunking laterally involves finding other instances of the same level of information.

Chunking enables us to obtain more complete and comprehensive information, flexibly. Chunking is very useful for use in any tool, it can even be used independently in useful communication. In general, chunking has 3 directions, as follows.

Table 1. Mammals-Reptiles

Reptiles	Mammals
Example of a Crocodile	Example of a Dolphin
Alone	The crowd to form a group
Rational	Emotional
Quantitative	Qualitative
Independent	Interdependent
Adversarial (Attacking)	Cooperative
Focus on control	Focus on freedom
Believe in the evidence	Believe in other things
Rely on audit results	Trust in delegation
Respect for formal contracts	Respect for community

1.2.1 Chunk Up, Useful for Finding Out Intentions, Highest Values, Identity, Even Spiritual

"what did you gain from ……….?"

"what is the importance of ……………… ..?"

"what for………………………?"

1.2.2 Chunk Down, Useful for Looking for Examples or Alternatives Behaviours

"what are the specifics?" "how specific?"
"What does it mean by…..?"

1.2.3 Chunk Sideways, Useful for Finding Other Alternatives to Up or Down, Especially When You Hit a Dead-End When Digging for Information

"What is another example of …… .." "What is another way of …………"

1.3 Test

A test is a set of questions that must be answered, must be responded to, or a task that must be carried out by the person being tested. The test is used to measure the extent to which a student has mastered the lessons conveyed, especially covering aspects of knowledge and skills, (Sudaryono, 2019) [1]. Tests are generally intended to measure aspects of human behavior, such as aspects of knowledge (cognitive), aspects of attitude (affective), as well as the skills aspect (psychomotor), (Sumarna, 2004) [2].

According to Sudijono (2003) [3], a test is a measuring tool or procedure used for measurement and assessment. Tests can also be interpreted as measuring instruments that have objective standards, so that they can be used widely, and can be used to measure and compare the psychological state or behavior of an individual.

2 Method

The data collection method is an important thing in research because this method is a strategy or method used by researchers to collect the data needed in their research. Collecting data in research is intended to obtain reliable materials, information, facts, and information(Sudaryono.

To obtain data from respondents, questionnaires were distributed to the selected sample. Respondents were selected for the sample randomly. The questionnaire sheet to be filled in is as follows. Give each statement a score between 1 and 10 that represents the real you. After that, transfer your scores to the scoring sheet and fill in the total score for each.

2.1 Transfering Scores

This step is transfering scores based on the following criteria.

Strongly disagree	Neutral	Strongly agree
1	5	10

1. I often act as a leader in the group
2. Persistence is one of my strengths
3. People see me as a "calculating leader"
4. I have a history of leading successful changes
5. In leading, I entrust others to make important decisions
6. I am a demanding leader
7. I have a strong financial ability
8. In making difficult decisions, I stay away from problems
9. I feel comfortable bringing ethical issues to the fore
10. As a leader, I can impose my vision
11. I lead by heart
12. I am naturally competitive
13. People see me as a person with a very great presence
14. Some people at work think of me as their mentor
15. I carefully monitor the people I lead
16. I have successfully led an innovative change in work
17. People see me as a "moving leader"
18. I always apply economic principles to lead
19. I am a reliable public speaker
20. I have often assumed leadership positions
21. As a leader I have taken high-risk and successful actions
22. I'd better leave vacancies open until I find the right person to fill them
23. People get along with me easily
24. I have experience raising ethical issues
25. I have excellent interpersonal communication skills

26. I always hit the high goals I set
27. I have been through ordeals as a leader
28. People see me as "an original thinker)
29. I always protect the personal development of the people I lead
30. I have a strong desire to lead
31. I can competently analyze financial statements
32. Discipline is one of my greatest strengths in leading
33. I often involve other people in making decisions
34. People see me as a cold and distant leader
35. I make sure everyone can blend in at work
36. I command respect for each other
37. In the face of difficult choices, I always make rational decisions
38. People see me as a determined person
39. I communicate the big picture perspective to my followers
40. As a leader I always achieve results

2.2 Calculate the Score

Calculate the score on each dimension by filling in the numbers for your answer according to the question number below. The calculation is tabulated in three tables as follows Table 2.

The next steps is putting the total scores in the following Table 3.

Fill in the scores for each of the four dimensions (Possible points per category ranging from 10 to 100).

Table 2. List of questions

Question No.	Fill with your answer	Sub-dimention	Add all over sub-dimensions
1		The desire to lead	
20		The desire to lead	
30		The desire to lead	Total The desire to lead:
2		Strength	
17		Strength	
27		Strength	
36		Strength	Total Strength:
9		Character	
24		Character	
38		Character	Total Character:
Total Score			

Table 3. Total score

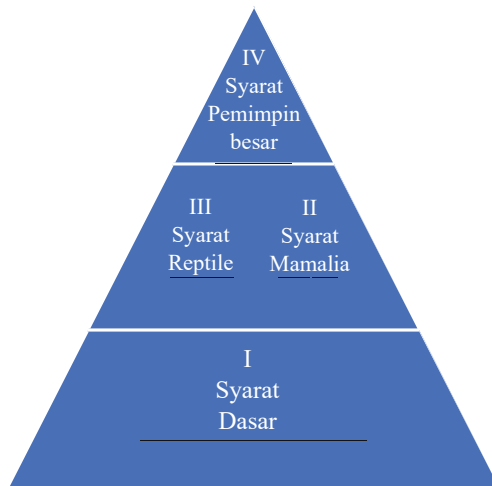| No Pertanyaan	Fill with your answer
3	
5	
11	
14	
19	
23	
25	
29	
33	
35	
Total Score	

Fig. 1. Four dimensions

3   Result and Discussion

Of the 30 respondents who did the personal test, 21 were male and 9 were female. The myth that men tend to act like crocodiles (reptiles) was broken because 10 people have the status of mammals (dolphins). Likewise, in the female group of 9 people, 5 people had the status of reptiles. So, of the total respondents, 14 people have mammalian characteristics and 16 are reptiles, meaning that there are 16 people whose scores are above requirement II and 14 people are above condition III If the score difference between the two is far, it can be ascertained that the respondent is dominant in reptile character or vice versa.

From this condition, there are 5 dominant with mammal character and 7 dominant with reptile character Fig 1.

The score for the basic requirements (I) consisting of desire to lead, strength, character. For the desire to lead, the total score should be over 22, the strength should be a total score above 34, and the character should have a total score above 25. Thus, a strong foundation for the total score (basic requirement) should be above 81. For this condition, there are 5 respondents. Meanwhile, if the score is 70–81, then you have the potential to have a better foundation. For this condition, there are 18 respondents. Seven respondents scored below 70, which means that it needs special attention.

Finally, in condition IV, only two respondents score above 81. As with the general trend, getting great leaders is neither easy nor much. To ensure that the information that the researchers wrote was complete and well enumerated, CHUNKING was carried out.

4   Conclusion

This initial research is certainly far from perfect. But I have tried to illustrate that being a leader must first undergo a test like this. So that it will be known how much the basic conditions are met. If the character is strong but the desire to lead and the strength is small then the score is not optimal. Nor is it enough just a strong will to lead but lack of character and weak resources.

To find out the leadership in the field, it is necessary to include a brain color test in the future. With an orange brain color, for example, a leader from business circles will be born.

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