

**A Personal and Professional Assessment of Strengths, Weaknesses, Opportunities and  
Threats in the Lens of Visionary Leadership**

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# SWOT Analysis

## Introduction

According to The Essentials, self-reflection is a key trait of a successful leader (American Association of Colleges of Nursing [AACN], 2021). Each leader needs to understand their own strengths in the context of organizational opportunities while navigating challenges, barriers, and weaknesses.

The AACN describes major competencies of a leader as an innovative thinker who is emotionally connected to their work and team. The leader is resilient, an active contributor to a collective mission, continuously learning, acknowledges personal growth, self-care, and provides opportunities for professional development of the team (AACN, 2021). Visionary leaders are innovative, inquisitive, and learn through reflective reasoning to advance the culture of the care environment (Brunt & Bogdan, 2025). Many visionary leaders lead through change with strong collaborative skills. They work easily during change, mentor others, remain visibly present, and are actively involved. They incorporate qualities of integrity, accountability, and are able to motivate others with a clear vision and strategic focus. Dar and Asad (2022) note that they have the qualities of integrity, adherence to standards, and a strong aversion to workplace harassment. Dearing and Cox (2018) describe that visionary leaders adopt innovative traits and easily share successes with others. Their inspiration motivates others and the leader encourages self-efficacy that others want to emulate (Du & Bao, 2023). Leaders inspire with an innovative vision for the future, able to overcome barriers, and aligns a team into shared goals with excellence in communication (Selah et al., 2025). Visionary leadership supported by organizational structures support team creativity. It is imperative for nurse leaders to be self-reflective and understand their impact through their own strengths and opportunities.

One key tool used for leader self-reflection is the strengths, weaknesses, opportunities and threats (SWOT) analysis. The SWOT analysis allows for either a personal or organizational analysis of factors that contribute or threaten success with a major construct of being able to identify the internal and external factors (Teoli et al., 2023). Following are notes from my own personal experience of my professional life as I make a transition from one city to another. I am currently looking for my next professional opportunity that is alignment with my mission, purpose, vision and goals. The exercise allows for an honest assessment of what personal qualities that I can lean on during times of change and help identify possible opportunities for next steps.

STRENGTHS +	WEAKNESSES -	
<p>I am agile and adaptable in times of rapid change, quick thinking, knowledgeable of available resources and quality standards, the go-to person when a person needs to ask for advice, a contributory team member, committed to excellence, integrity of practice, hold myself to a high standard, able to acknowledge colleagues who are gathered around a central mission, able to discern the ones that are not aligned, collaborative (Brunt &amp; Bogdan, 2025), and able to identify manipulative team members. I am comfortable in front of an audience, have excellent presentation skills, can make a presentation or slide deck quickly, can pull projects together in a quick timeline, can make the process look easy, know when to keep a secret or keep my mouth shut, collaborative to get projects done, a facilitator, a listener with strong emotional connections with others, smiles easily and team members are attracted to my warm demeanor especially for those who do not report directly to me, a people pleaser, trustworthy, a good friend, doesn't make waves or drama, have many interests, integrates complex thinking and feelings, have a high emotional quotient, and can size up a room immediately.</p>	<p>I am noncommittal as a full-time staff member in my current organization, able to pick up and move quickly, if needed. I tend to avoid conflict, would rather walk away when confronted with a difficult issues, look outside of myself for approval, want to be liked, want to be acknowledged, want to be recognized for a job well done, cautious with change and innovation of new technologies (Brunt &amp; Bogdan, 2025), find brand new technology a challenge like social media, and new operating platforms (AACN, 2021) as these take time to learn. I am a private person and do not want my personal life immortalized on the internet, where I keep a low digital footprint, but this keeps doors closed since I am invisible. I have difficulty with managing the various personalities on large teams who directly report to me especially when there is conflict with cliques, harassment, and mistrust among others (Dar &amp; Asad, 2022). I have low tolerance for wasting time with petty arguments and this can be misconstrued as impatient in attitude.</p>	<p>Internal Factors</p>

OPPORTUNITIES +	THREATS -	
<p>Opportunities are opening up to a new era of my life, making big changes, moving to a new city and new state, where new opportunities can arise, able to work per diem remote on my own terms right now as I look for a new permanent position with benefits. There are decisions coming on what I want to do to fulfill my life purpose, aligned with my personal and professional mission, vision, and goals. These next steps depend on who I meet, timing of my move, and friends who provide support along the way. I am interested in staff wellness and self-care programs (AACN, 2021). Possible positions could be working in an acute care inpatient setting, outpatient setting, integrative medicine practice, in my own entrepreneurial private practice setting with a combined practice of holistic nursing, acupuncture, acupressure and the Japanese art of Jin Shin Jyutsu (Millsbaugh et al., 2021).</p>	<p>External threats are that I am currently living on my savings which gives me about four months of a time to figure out my next position. I am interested in too many things. I am a square peg that systems try to put into a round hole, and I do not fit into a single category. I will run out of savings in about four months if I don't find a permanent job by then. I might have to take a position that I don't really want to take to pay my bills as I have no outside support. It is just me to take care of my responsibilities. My Mom is almost 90 and requires a lot of attention and support to meet her care needs during her decline. Her opinions are strong and she makes them known. Since I avoid conflict, I am not likely to take an opportunity that she disagrees with although she has been supportive so far.</p>	<p>External Factors</p>

## Summary Analysis

Through this brainstorming activity regarding standards and competencies of visionary nurse leaders, I was able to self-reflect on my own qualities that contribute to my internal strengths and weaknesses. Additionally, the external reality of my life presents various opportunities and possible external risks to successful implementation of my mission, purpose, vision and goals.

For the positive qualities, it is evident that I have strong interpersonal skills to lead with visionary thinking to predict pathways and barriers to outcomes. The opportunities are vast and represent a large selection of possible choices. On the negative side of the analysis, the weakness and risks column highlights the attitude of impatience with others who work within distracting relationships. Being agile with new technologies is an area that I am not as strong as other nurses especially with those who are younger. Risks that threaten my success include that I tend to not fit into categories since I have so many interests. At this point in my professional life, I am less concerned with fitting in and wish to express myself truthfully, with integrity, and a clear mission.

A growth strategy would be to be true to my personal and professional mission statements and not give traction to those possibilities that might distract me from my purpose. Being more open to the use of technology and social media platforms in a balanced and appropriate manner can be a powerful tool to network with others who are like minded. Being clear on next steps is a paramount goal so that as I make choices. Making connections with other professionals with similar interests will be a guide to next steps. The SWOT analysis permitted an opportunity to review my strong qualities and be self-reflective on next steps in my professional life with the context and understanding of what qualities make a great visionary leader.

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