



**PAC INSTITUTE OF TECHNOLOGY AND SOCIAL STUDIES SEPTEMBER
MAY - AUGUST 2025 ASSESSMENT**

FORMATIVE ASSESSMENT

Unit Code : UCC 105

Unit of Competency : INTRODUCTION TO LEADERSHIP

TIME: 3 HOURS

WRITTEN ASSESSMENT

CANDIDATE WRITTEN ASSESSMENT

INSTRUCTIONS TO CANDIDATE:

- 1. Read all the instructions carefully before attempting the question*
- 2. This paper consists of three sections, A and B*
- 3. Answer **ALL** questions in section A and **THREE** in section B*
- 4. You are allowed 2 Hours to Answer the questions*
- 5. Marks for each question are indicated in brackets*
- 6. Write your responses in the Separate Answer booklet provided*
- 7. Do not write anything in this question paper*

SECTION A (40 MARKS)

ANSWER ALL QUESTIONS

- 1a) Highlight **THREE** reasons why it is difficult to define leadership (3 marks)
- b) Outline **THREE** elements that are universal in the definition of leadership (3 marks)
- c) Define leadership (2 marks)
2. Describe **FOUR** characteristics that define the leadership class representative as a leader (4 marks)
3. Which style of leadership is described in these instances (4 marks)
- a) A school principal makes all decisions alone, from teacher assignments to curriculum changes, without consulting the staff.
- b) In a youth-led community initiative, the adult supervisor provides a venue and funding but gives no direction.
- c) In a government office, an officer insists that every request follows strict protocol — even emergencies must pass through layers of approval and paperwork.
- d) A church youth pastor planning a mission trip calls a meeting with the youth. They brainstorm ideas, vote on destinations, and assign responsibilities together.
4. What type of leadership is described below: (4 marks)
- a) A youth leader shifts to online meetings when in-person gatherings are banned, involving the group in finding new ways to stay connected.
- b) A supervisor promises a bonus for meeting deadlines. The team responds well to clear rules and rewards
- c) A mentor challenges teens to lead and grow. Over time, they become confident, driven change-makers.
- d) A principal describes a future where learning is fully digital. Her passion and direction inspire teachers to begin changing how they teach, even with limited tools.
5. Outline **FOUR** characteristics of transformational leadership (4 marks)
6. Outline **FOUR** characteristics of behavioral theory of leadership (4 marks)
7. What functions of leadership are highlighted in the scenarios below? (4 marks)
- a) A team leader meets with members at the start of the year to set targets for a community clean-up project. Each member leaves knowing their role and the milestones they must hit.

b) A school head must choose between hiring two qualified teachers. After reviewing feedback and needs, she selects the one best suited for the school's future plans.

c) A youth coordinator clearly explains the new camp schedule, answers questions, and posts updates on the group chat, ensuring everyone stays informed.

d) During an event, the sound system fails. The leader quickly gathers the team, identifies an alternative, and shifts to using a backup speaker to keep the program running.

8. "Leaders are born and not made." With TWO reasons, argue for or against the statement

(4 marks)

9. Outline **FOUR** weaknesses of autocratic leadership

(4 marks)

SECTION B (60 MARKS)

ANSWER ANY THREE QUESTIONS

10a. As a widely researched subject, leadership is understood through different theories that explore how leaders influence those they lead. Discuss **FIVE** theories of leadership, highlighting their key principles. **(10 marks)**

b. A diverse group often experiences varied leadership, with each leader bringing their own approach to guiding and inspiring the team. With relevant examples, explain **FIVE** types of leadership that these team leaders might demonstrate. **(10 marks)**

11a. Using examples, discuss whether or not the **FIVE** key leadership roles/tasks were effectively realized in managing the protests that were witnessed in Kenya over the last few months. **(10 marks)**

b. Leadership is not static—it evolves through stages marked by personal growth and increasing influence on others. Using relevant examples, discuss the **FIVE** levels of leadership. **(10 marks)**

12a. Think of a leader who exemplifies the democratic leadership style. With examples, describe their leadership style, highlighting **THREE** key characteristics and **TWO** instances when this approach should be avoided. **(10 marks)**

b. Using Biblical examples, discuss **FIVE** essential elements of Christian leadership that leaders in faith communities can incorporate. **(10 marks)**

5a. In various leadership scenarios, explain **FIVE** types of power that leaders can exercise, providing relevant examples for each type. **(10 marks).**

b. Mark is a student' representative of the TVET class, discuss **FIVE** challenges he may likely face, suggesting possible solutions for each. **(10 marks)**