

Various scholars such as (Tuchman: 1978:1; Orodho and Kombo :2002: 2; Mouly and Redman; Clifford .W; Stephenson, M and Slesinger, D; Mugenda and Mugenda 2012)) have defined research and emerged with the conclusions that research has the following characteristics; -Systematic suggests procedure, order; a logical organized process; stepwise with a beginning and an end. Research is not done accidentally -Research is a learning process. There is no research for research sake. It has a purpose - Research is factual; collecting, organizing and evaluating data in a scientific manner -It involves redoing, reinforcing existing facts and prior findings -Manipulation of things means putting issues or things or people to test so as to qualify your findings; new or existing -It is done to fill existing knowledge gaps. The above scholars view research as an outward activity performed by the researcher to the other. In the present article however, we seek to view research as an exercise that leaders can perform towards self-discovery and to the understanding of the immediate Social, economic and significant environment that would help them transform their leadership styles. The article is thus a re- looking at the diverse models proposed for research on self. We evaluate the extent to which these tools can be said to lead to self-discovery and to the understanding of one's social, academic and other environments and hence enhance leadership skills and competencies. The article borrows heavily from personal experiences of the author as a researcher and leader. The author developed the article after undergoing two modules in an Executive Masters personal development leadership program. The first module introduced the author to the trait Approach, Multiple Intelligences and the 360 degrees. Self-discovery and identification of gaps in personal development using these three tools proved an uphill task. However, this was overcome by the use of Goleman, Daniel's (2010: 141) "five discoveries". Using Coleman's proposals, the author was able to look at her life holistically; Family; Communal and professional and thus address gaps in her leadership capacity.