

Reaction paper 2 article reviews examples

[Psychology](#), [Success](#)



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Introduction

Leadership and motivation are concepts that are inherent in any achievement of desired goals. Every individual or organization with personal or corporate objectives respectively needs to apply leadership and motivation concepts. Leadership goes hand in hand with the amount of influence that a given person can impact on his followers. The ability to convince followers towards a common goal determines a leader's performance. In my opinion, motivation is the basis for all achievements in all aspects. Leadership influences the performance of any individual or organization. In addition, it influences how parties involved in an organization's activities are motivated towards the achievement of the organization's objectives (Adair, 9). Unless a leader understands the kind of leadership style to be employed to the group of followers he is leading, success may not be achieved.

Discussion

Different situations of desire require different types of leadership.

Transactional leadership will be applied in situations where employees get

reward on execution of the leader's desires. In my opinion, transactional leadership appears to blackmail the follower since performance is strictly pegged on the fact that the leader is the one to determine who is rewarded in the course of work. If applied in the real world, transactional leadership can allow the leader to oppress some follower since what is considered good performance is at the discretion of the leader in question. I highly recommend transformational leadership over the former style because the element of exchange is not the rule of engagement. Leadership requires power to have meaning. Power can be gotten from various sources as described in the presentation. Every source, however, works best only in a specified sphere and jurisdiction. For example, political power only applies to political leadership. In my opinion, political power in most cases has more determining variables than any other kind of leadership power. A political leader will not only foster the achievement of a given country's development goals but also help achieve the desires of close allies or political party even if the desires are contrary to the will of the people.

The presentation has enlisted theories on different human needs both basic and luxury presented hierarchically. The theories, for example, that of Maslow has a practical application in real life with the basic needs taking the first spot while actualization needs is only the preserve of few fully accomplished people. I consider Maslow's hierarchy similar to that of Alderfer. Similarly, I hold the view that the McClelland theory is similar to Herzberg's theory in application since the need for achievement takes a top position in terms of priority in both theories. Personally I consider the Maslow's hierarchy of needs to be practical in my life starting from the

physiological needs to self-actualization. I have a path of achievement in terms of needs in the Maslow's hierarchy of needs.

The leadership process as depicted in the presentation involves expectancy, instrumentality, and valence. I consider management process incomplete without the inclusion of motivation. Personally my leadership achievement emanates from the inner urge and the push from the external environment. I also prefer the identification of the necessary resources for any course before embarking on the management. I agree with the presentation in that motivation depends on relative, absolute, and relative rewards. However, I would go for the absolute or real rewards as they are the real determinants of both my internal and external achievements (Maddock, 5). In the modern world, participatory leadership is applied to a greater scale as it allows the contribution of followers. According to me, this kind of leadership does not present the leader as limited in terms of skills but as one who has influence and trust from the followers. The trust leads to higher performance.

Conclusion

The concepts of leadership and motivation are critical in the shaping of the modern world. The application of true leadership from the right source and with the right motivation is inevitable if positive performance is to be realized. I consider the relationship between need for satisfaction and available resources to determine the extent to which a person can achieve his goals.

Works Cited

Adair, John E. Leadership and Motivation: The Fifty-Fifty Rule and the Eight Key Principles of Motivating Others. London: Kogan Page, 2006. Internet resource.

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