

# Free leadership essay sample

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Question 1: Consider the question of whether leaders are born or made. In your opinion, are leaders born, or is it possible to become a leader? Integrate relevant discussions and research from your text to support your answer.

Also consider your own experience as a leader and a follower.

In my personal opinion, I strongly believe that leaders are born and at the same token, it is possible to become leaders. In the study of leadership theories, it was asserted that in analyzing leadership, researchers and practitioners on the subject have previously contended that leaders share similar characteristics and traits; thereby, affirming that leadership is a matter of genetics . As leadership theories evolved, new findings have revealed that people could become leaders through the development of skills and through acquiring the needed behavior that leaders exhibit.

For instance, the trait approach theory has allegedly emphasized that leaders share similar traits, of which, they were reported to be born with. These traits include intelligence, high ambition, self-confidence, and an innate level of charisma . As such, people who were born with these attributes were deemed highly preponderant to become effective leaders.

On the other hand, the behavioral approach to leadership stressed that leaders could actually develop a set of conduct or behavior required to be exhibited by leaders. These behavior or skills set could include the traits mentioned above; as well as those identified to be essential in the work setting. For instance, employees who have consistently performed well in their workplaces could be promoted to leadership positions through undergoing leadership training and development programs. These programs would instill the necessary skills and attributes such as: customer

relationship skills, interpersonal and social skills, emotional intelligence, conflict resolution and negotiation skills, communication skills, as well as problem-solving skills.

Question 2: Analyze the relationship between gender and leadership.

Consider the research literature described in your textbook to provide an overview of the findings. How does your own experience with leaders of different genders relate to what you studied?

In addition, there are organizations that have stereotyped beliefs and ideologies that there are roles and responsibilities that could not be undertaken by women; especially in the military, air force, law enforcement, or male-dominated service organizations. As such, when lesser women are allowed to enter these organizations, the lesser are the possibilities for women leaders to emerge.

In one's personal experience, there should not be any disparities in compensation or manner of providing benefits to women leaders, as compared to men; or those identified of different gender orientations. The ability of these people to develop the needed skills, abilities, attributes and competences are the same and were made possible through education, training and experience. Therefore, all benefits, compensation, and rights should also be similar across gender and other demographic factors.

## References

McGregor, J. (2014, April 8). If women earn less than men do, how about paying less too? Retrieved from The Washington Post: <http://www.washingtonpost.com/blogs/on-leadership/wp/2014/04/08/if-women-earn-less-than-men-do-how-about-paying-less-too/>

Spector, P. (2008). Industrial and Organizational Psychology: Research and Practice. Wiley.