

Who are the spellbinders identifying personal attributes of charismatic leaders

[Business](#), [Management](#)



Leadership al affiliation A leader is someone who is self-motivated and has natural abilities to move a crowd. They do not require pushing because they understand their roles. A good manager is a person who has the capability to lead and is self-driven. This is the reason why I chose this article: There are attributes related to leaders that set them apart; they include self-actualization, self-monitoring, being open to change and having the motivation to acquire social power, and self-enhancement. These are the attributes that set a good leader apart, but a charismatic leader will need much more; they must put in more effort and have a better understanding of the organizational behavior, which, in the long run, increases the company's performance. The thing that inspired me about the article is the fact that the author refers charismatic leaders to spellbinders, meaning that such leaders have a magnetic personality and vibrant speaking and communication skills, which inspire the people following them to attain greater levels of success and better performance.

This is a powerful article that researches more about leadership, and especially so charismatic leaders. Jung and Sosik (2006), suggest that although numerous researches have been done about leadership, not much has been done to understand fully the difference between a regular leader and a charismatic one. The research revealed that charismatic leaders are more respected. This is because they possess a kind of drive that is not found in just any leader. Such a leader is outstanding, and their performance outdoes that of many other leaders. This is true even in an organizational setting, whereby a company that enjoys the leadership of a charismatic leader attains its goals and succeeds in their endeavors.

The main conclusions of this research were as follows; a comparison was made between managers who have high against those who have lower ratings of charisma in leadership. The outcome was outstanding. The results showed that the popular thought that charismatic leaders tend to work harder are self-motivated, and self-monitors are true. Jung and Sosik (2006) concluded that managers who keenly participate in impression management and had more motivation about self-actualization was regarded as a charismatic leader. On the other hand, the two groups showed a common interest in their attitude towards change. It was surprising to note that even leaders who are not termed as charismatic were seen as agents of change, because it is an attribute that has been widely associated with charismatic leaders by many researches in the same field. This goes to show that even though any leader may have a better attitude towards change, a lot of efforts are required to achieve it. A charismatic leader would have less trouble in making changes because they have what it takes.

The result further showed that leaders who were rated high on charismatic leadership put in more effort in their work in contrast to leaders who had lower ratings on charismatic leadership. This was no surprise because those rated high have a tendency to work extra hard in order to achieve success for their organization. They even make personal sacrifices to work beyond what their duty requires of them, just to get the best for the organization. Based on the conclusion, I would advise a leader to employ the qualities associated with charismatic leaders. This will enable them to have trust in the organization and good will from both the employer and employees, who are their followers. It is important for a leader to be self-motivated and never

to expect to be given orders on what to do. I would help a leader to understand that their work in achieving success goes beyond that which the company requires of them. They have to put in more effort and be selfless in order to be the best in the field.

References

Jung D., Sosik J. (2006). Who Are The Spell Binders? Identifying Personal Attributes Of Charismatic Leaders. ProQuest Central.