

Effective leaders

Business



Extraverted Leadership There are two common types of leadership; extraverted leadership and introverted leadership. Extraverted leaders are often poor bosses because of their form of leadership. They are unapproachable to proactivity, do not allow employee participation and are self-centered. Extraverted leaders are the main contributors of low innovativeness and activeness of employees.

Leadership is beyond standing up, speaking out, giving orders, making plans, and being outgoing people in a group as defined by extraverted leadership. This is evidenced by the variation in the effectiveness of introverted leaders and extroverts. Often, the variation is attributed to the leadership as well as the type of people these two types of leaders govern. Extraverted leadership often involves commanding the center of attention by not only being outgoing and assertive, but also bold, talkative as well as dominant. Introverted leadership, on the other hand, involves listening to other people's opinion before making any decision in an organization. In relation to this, the paper expounds on extraverts are not the best bosses.

In relation to this description, it is apparent that pairing extraverted leaders with employees who speak out often result in a conflict. On the other hand, it is evidenced that paring introverted leaders with employees who speak out result to high productivity. In regard to this claim, one can affirm that introverted managers have the potential of maximizing the productivity of proactive employees. In other words, extraverted managers can only work best with passive employees. Unfortunately, passive behaviors are not important in a dynamic as well as uncertain economy (Analyzing Effective Leaders, 2010).

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activeness of employees. Such leaders often feel threatened by the activeness of employees; they fear employee proactivity. In tandem with this claim, it is evident that pairing of such leaders with proactive employees hampers with the success of an organization. In most occasions, proactive employees lose the morale of working hard when responded to in a less receptive way by an extraverted leader. Additionally, the poor relationship between extraverted leader and employees make employees mean in that they avoid sharing ideas that could enhance creativity and innovation. Personality conflicts in most organizations are also as a result of the practice of extraverted leadership. These conflicts frequently result to a power struggle within organization hampering with the running of an organization. However, this type of conflict is often common in organizations with a flat hierarchy. For instance, recently promoted leaders from the peer level may portray some incompetence in leading paving way for the employees' challenge. In relation to this, it is apparent that people who have different sets of aspirations look down upon their leaders. As a result of this, an employee with a good idea for a special deal may make the status of an extraverted leader appear threatened (Analyzing Effective Leaders, 2010). Thus, it is apparent that extraverted leadership results to a situation referred to as " status uncertainty" that affects the provision of leadership in an organization.

In tandem with the information provided above, it is evident that most extroverts bar employees from sharing their views as well as ideas on management issues. This is evidenced by the reassertion of the authority of many extraverted leaders. Unfortunately, the assertion of the authority may make employees feel their ideas and contributions are not valued. It may

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also make employees disrespect their leader, and, as a result, prevent him or her from becoming one of the top performers. In connection with this, the majority of the extraverted leaders spend more time talking instead of listening to the employees' views. Additionally, the observance of the personal image, as well as ego by extraverted leaders, prevents extraverted leaders from allowing employees to take charge in an organization.

According to Pink (2013), there is a correlation between the number of sales and type of leadership. In support of his claim, Pink argues that leaders often pitch customers as well as persuade employees in order to be successful. He further claims that a specific type of personality makes a leader a good salesperson. In relation to this, Pink affirms “ the correlation between extroversion and sales performance is essentially zero” (Pink, 2013). The poor correlation is as a result of extroverts talking too much and listening too little, overwhelming others with their personalities' force, and caring too much on being liked instead of getting tough things done (Pink, 2013).

The majority of the successful leaders in the world are introverted leaders. Their success is attributed to listening skills; introverted leaders are good listeners. Sinha (2014) claims that extroverted leaders are not approachable to proactivity; according to him, extroverted leaders usually do not use their teams' thoughts in management (Sinha, 2014).

In conclusion, there is a variation in the effectiveness of introverted leaders and extroverts. Extraverted leadership involves commanding the center of attention whereas introverted leadership involves listening to other people's opinion before making any decision in an organization. Pairing extraverted leaders with employees who speak out often result in a conflict. Apart from the power struggle, sharing of views as well as ideas on management issues

is not supported by extraverted leadership. Extroverts are associated with talking too much and listening too little, and overwhelming others with their personalities' force.

References

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