

Qualities of a great leader



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Effectiveness of Leadership Styles Leadership qualities are derived from both personality characteristics and learned behaviors. Effective leadership techniques can be learned but this discussion will focus on three differing personality traits in an effort to explore which may best affect the development and outcome of leadership proficiency. But which personality would be considered above the others when determining the most important for effective leadership?

Though a steady, predictable personality is cooperative, adds a calming influence within a group and is loyal and helpful, this type is not self-motivated, is not a good decision maker and resists change, none of which are positive leadership qualities. The enthusiastic personality has proven to be a very effective motivator. They are optimistic and endeavor to boost the moral of others by giving them recognition. Leaders “ who are skilled in understanding interpersonal relations and psychological needs will inspire their whole team by motivating each person through supportive insight, respect, and recognition” (Hart, 1997, p. 48). However, this personality type is over-emotional, has a tough time concentrating on a task and lacks proficient time management ability. They are not assertive, tend to not be judgmental and craves acceptance.

The dominant personality craves authority over others and is concerned with obtaining instantaneous results. They pride themselves on making quick decisions and readily accept challenges. This personality is not comfortable being under someone else’s control and prefers to be in charge of multiple activities. They usually have innovative ideas, can problem solve on their own and are sure in their decisions. Unfortunately, these decisions can be hurried and not fully thought out. If those of this personality type are able to

modify their shortcomings by exercising greater caution, considering other people's feelings and becoming more detailed oriented, they are normally some of the most effective leaders (Squier, 2007).

A conscientiousness personality performs their duties meticulously while focusing on accuracy and quality. This person is detail oriented and methodically weighs the merits of every situation and is diplomatic when interacting with others. Unlike the domineering but similar to the steady personality, this type performs better when the implementation requirements expectations are plainly spelled out. These people exude a business-like, reserved personality and are likely to question authority figures because they must understand the reasoning's and rules associated with their tasks. Again, in opposition to the domineering type, conscientious personalities are analytical, can readily separate their personal from professional life, are diplomatic and loyal and follow-through with their assignments well (Squier, 2007).

The most important aspect of leadership is the ability to impart their passion of vision to their group. All within the organization must understand what the leader envisions as the future and how they intend to get there. The steady, predictable personality is best suited for the lower management or staff position while the energetic type could be a leader with modifications in their emotional tendencies. The analytical, conscientious type, while detail oriented, an important facet in any organization, lacks the sense of urgency that a more domineering type possesses. If the leader pays too much attention to detail, they are often perceived as being a micro-manager which leads to feelings of resentment among the group. Effective leadership cannot be defined by either personality traits or by behaviors. It is a combination of

inherent traits and learned skills that make an effective leader.

Understanding the deficiencies of differing personality traits is the first step in understanding what modifications must be made in learned leadership techniques.

Works Cited

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