Identifying great leaders

Trait Theories
AGED 607
Dr. Chris Townsend

GREAT MAN THEORY

- Studied as early as 1869
- Based on hereditary background
- Leaders were born and summoned by some unfathomable process

TO WHAT DEGREE DOES THE ADJECTIVE DESCRIBE YOU?
5 = AGREE TO 1 = DISAGREE

- I communicate effectively
- I am perceptive
- I believe in my abilities
- I am self-assured
- I stay fixed on goals
TO WHAT DEGREE DOES THE ADJECTIVE DESCRIBE YOU?
5 = AGREE TO 1 = DISAGREE

✧ I take a stand
✧ I am trustworthy
✧ I am reliable
✧ I am friendly
✧ I get along well with others

Trait Theories
✧ 1911: Frederick Taylor
✧ Leader is successful when given functional jobs
✧ Leaders are successful when given jobs best suited to them

Surgency
✧ Dominant!
✧ Want to be in Charge!
✧ "I step forward & take charge in leadership situations."
Agreeableness
- Easy going...
- Compassionate...
- Friendly...
  - “I try to see things from other peoples’ views.”

Adjustment
- Calm and stable under pressure
  - “I have good self-control; I don’t get emotional and get angry and yell.”

Conscientiousness
- Credible and Conforming
  - “I’m dependable; when I say I will do something, it’s done well and on time.”
Open to Experience

➢ Change Agent!

➢ "When I go to a new restaurant, I order foods I haven't tried."

LEADERSHIP TRAITS

1900-1940

1. Dominance
2. Sensitivity to Others
3. Stability
4. High Energy, Self-confidence, Integrity
5. Internal Locus/control, Intelligence, Flexibility

Check out page 47 to compare Big 5 and 9 Traits!

LEADERSHIP TRAITS SITUATION

Your team is in charge of selecting the next president of Aggie-Helpers. The group works with elementary students who need help with their math homework.

You want to select a person who demonstrates the traits, based on the Big 5, needed for effective leadership.
LEADERSHIP TRAITS
SITUATION

Which traits would you consider most important?
How would you interview, test, etc. the applicants to determine their traits?
(Be sure to assess all 5 categories listed previously)