Becoming the Ultimate Leader: Aligning Personality Traits with Leadership Traits

Purpose

- The purpose of this course is to explain how personality traits can be effectively used to develop strong and enduring leadership skills.

Description

- Becoming the Ultimate Leader: Aligning Personality Traits with Leadership Traits is a 90-minute continuing education presentation. The course examines various types and theories of leadership.

- It also explains how personality traits can be used to develop leadership and lists which traits might be the most important in becoming the ultimate leader.

Learning Objectives

1. Discuss different leadership types and theories

2. Explain the connection between personality and leadership traits

3. Describe benefits of personality-driven leadership

Introduction

- Anyone who studies leadership knows that there are a variety of theories, types and styles of leadership to choose and emulate

- There are, in fact, so many that it can be confusing as to which styles to choose or theories to apply to one's own leadership brand

- Essentially, leadership traits boil down to personality traits, and matching or aligning them can be a very effective way of developing ultimate leadership in any industry

Learning Objective 1

Discuss different leadership types and theories

Types of Leadership

1. Transactional Leadership
2. Transformational Leadership
3. Servant Leadership
4. Democratic Leadership
5. Autocratic Leadership

6. Bureaucratic Leadership

7. Laissez-Faire Leadership

8. Charismatic Leadership

9. Coaching Leadership

10. Situational Leadership

1. Transactional Leadership

- "I give you this and you give me that"
- Uses various rewards and penalties
- Highly directive style of "telling" leadership

2. Transformational Leadership

- Seeks to change employees, groups of the whole company

- Want to make improvements and find better ways of doing things

- Allows autonomy and breathing room

3. Servant Leadership

- Serve first and lead second
- Channel energy to find ways to help others
- The needs of others come before their own needs

4. Democratic Leadership

- "Participative leadership"
- Run groups and projects like a democracy
- Emphasize working together and group decision-making

5. Autocratic Leadership

- "My way or the highway"
- The leader has absolute power and makes decisions for others
- Tells others what to do and how to do it

6. Bureaucratic Leadership

- These leaders "go by the book"
- They check boxes
- Their power comes from their formal position or title

7. Laissez-Faire Leadership

- French for "Leave it be" or keep hands off

- The opposite of micromanagement

- Provide tools and resources and then trustingly step aside

8. Charismatic Leadership

- Magnetic personality
- Very inspirational
- Much conviction to their objectives
- Use eloquent communication and persuasion to unite their team

9. Coaching Leadership

- Offer guidance and mentorship instead of firm direction or reprimands
- Heavily invested in the development of others
- Freely share time, energy and knowledge

10. Situational Leadership

- Chameleon-like, highly flexible and adaptable to specific circumstances
- There is no default or best way to lead

Learning Objective 2

Explain the connection between personality and leadership traits

- In simple terms, personality traits predict who will become a leader as well and influence leadership styles

- One's personality has a remarkable impact on becoming a leader, so it's important to examine and understand one's own personality
- This, of course, requires self-reflection and self-awareness

- Many experts would agree that leaders aren't born, they are developed across time and experience

- Their natural personality traits emerge in good and challenging times and just like the analogy of coal becoming a diamond, a leader is the result of a personality under pressure

- So, what are these personality traits that are so important to becoming an ultimate leader?

- Many experts suggest the following:

- Resilience and the ability to adapt to challenges

- Conscientiousness and having a strong ethical compass

- Respectfulness and the knack for building trusting relationships

- Openness and capacity to embrace new ideas

- Compassion and the ability to listen, show empathy and act

- Visionary traits that motivate others and gain commitment to the future

- Courage and willingness to take bold actions

- Agreeableness and the adeptness to create harmony and balance

- Learning agility and the sense to know what to do when one doesn't know what to do

- Influential traits and the ability to persuade through inspiration
- Extraversion and the capacity to attract positive energy
- Neuroticism fueled by cautiousness and the fear of disappointing others

- Without a doubt, this is a lot to digest
- Where does one start?
- Self-reflection and self-awareness are the keys to understanding which of these traits truly reflect one's personality

- The next step would be working on such traits and maximizing their influence as a leader
- For those who never give up, resilience is a strong personality trait to hone and add to their leadership style

- People who want others to see what tomorrow can bring may possess strong visionary traits and add it to their leadership tool kit

Learning Objective 3

Describe benefits of personality-driven leadership

- Your leadership style will be genuine
- Your communication will be clear
- Your values and principles will be in align with your leadership

How Your Personality-Driven Leadership will Impact the Workplace

- Increased productivity
- Better morale
- Ability to thrive through adversity
- Shape the company's culture
- Grow the company

- Motivate and inspire others
- Adapt to change
- Position for long-term success
- Foster growth
- Create vision

- Increase emotional intelligence
- Improve communication and listening
- Establish urgency and seriousness
- Grow confidence among the team
- Empower others

- Enhance and encourage feedback
- Improve conflict resolution
- Improve decision-making and problem-solving
- Build a better team

- Increase employee engagement
- Prioritization and time management
- Develop future leaders
- Manage diversity and inclusion
- Balance work, life and well-being

Thank You!

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