



PERSONALITY AND LEADERSHIP QUALITIES

Dr. K. Karthikeyan*, A. Vinoth Kumar, Y. Jeyaprabha***
& S. Pratibaa*****

* Associate Professor, Department of English, Dhanalakshmi Srinivasan Engineering College, Perambalur, Tamilnadu

* Assistant Professor, Department of English, Dhanalakshmi Srinivasan Engineering College, Perambalur, Tamilnadu

* UG Scholar, Department of Electrical and Electronics Engineering, Dhanalakshmi Srinivasan Engineering College, Perambalur, Tamilnadu

Abstract:

Personality is the collection of emotional and behavioral traits that characterize a person. That is, your personality is how you present yourself to the world. It is how others see you. It is important for leadership effectiveness. Your public persona is the catalyst for enrolling followers.

Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. Leaders carry out this process by applying their leadership attributes, such as beliefs, values, ethics, character, knowledge, and skills. Although your position as a manager, supervisor, lead, etc., gives you the authority to accomplish certain tasks and objectives in the organization, this power does not make you a leader it simply makes you the boss. Leadership differs in that it makes the followers want to achieve high goals, rather than simply bossing people around.

Personality and Leadership Qualities:

Bass' theory of leadership states that there are three basic ways to explain how people become leaders. The first two explain the leadership development for a small number of people. These theories are: (i) some personality traits may lead people naturally into leadership roles. This is the trait theory. (ii) A crisis or important event may cause a person to rise to the occasion, which brings our extraordinary leadership qualities in an ordinary person. This is the great events theory. (iii) People can choose to become leaders. People can learn leadership skills. This is the transformational leadership theory.

When a person is deciding if she respects you as a leader, she does not think about your attributes, rather, she observes what you do so that she can know who you really are. She uses this observation to tell if you are a honorable and trusted leader or a self-serving person who misuses authority to look good and get promoted. Self-serving leaders are not as effective because their employees only obey them, not follow them. They succeed in many areas because they present a good image to their seniors at the expense of their workers.

The basis of good leadership is honorable character and selfless service. Respected leaders concentrate on what they are (such as beliefs and character), what they know (such as job, tasks, and human nature), and what they do (such as implementing, motivating, and provide direction).

There are four major factors in leadership:

Follower:

Different people require different styles of leadership. For example, a new hire requires more supervision than an experienced employee. A person who lacks motivation requires a different approach than one with a high degree of motivation. You must know your people. The fundamental starting point is having a good

understanding of human nature, such as needs, emotions, and motivation. You must become to know your employees' be, know, and do attributes.

Leader:

You must have an honest understanding of who you are, what you know, and what you can do. Also, note that there are the followers, not the leader who determines if a leader is successful. If they do not trust or lack confidence in their leader, then they will be uninspired. To be successful you have to convince your followers, not yourself or your superiors, that you are worthy of being followed.

Communication:

You lead through two-way communication. Much of it is nonverbal. For instance, when you "set the example," that communicates to your people that you would not ask them to perform anything that you would not be willing to do. What and how you communicate either builds or harms the relationship between you and your employees.

Situation:

All are different. What you do in one situation will not always work in another. You must use your judgment to decide the best course or action and the leadership style needed for each situation. For example, you may need to confront an employee for inappropriate behavior, but if the confrontation is too late or too early, too harsh or too weak, then the results may prove ineffective. Various forces will affect these factors. Examples of forces are your relationship with your seniors, the skill of your people, the informal leaders within your organization, and how your company is organized.

Some say you need to be an extrovert to be an effective leader. Introverts, on the other hand, are commonly characterized as more comfortable with ideas than with people. However, either style can be successful, as each has its merits, and different situations may call on the strengths of either approach. Just be mindful of the need to emphasize the positives of your natural style and mitigate the drawbacks. Whether you are an extrovert or an introvert, be mindful of the need to emphasize the positives of your natural style and mitigate the drawbacks. Different situations may call on the strengths of either approach.

The requirements of leadership sometimes pose a bigger challenge for the introvert. The primary shortcomings for shy, reserved people are generally around communication and accessibility. A thoughtful, introspective approach can be mistaken for aloofness and might discourage people from asking questions. That's not trivial; if you can't effectively communicate your mission and objectives, your organization will drift directionless. Some people have an easier time developing their leadership skills than others. Most agree that certain personality types make better leaders. So the real question is, "What is your leadership personality?" Below are examples of different leadership personalities, as you read each one try to decide which best fits you.

Powerful Leader:

This type leader is also known as the lion in the organization. He is a person that loves to be in the driver's seat. The strength of this leadership personality is good decision making skills; the negative is the tendency to be a morale killer. However, once people see his caring heart, they will learn to love and respect him, and will also grow from his challenges.

Perfectionist Leader:

This type leader is also known as the beaver in the organization. This type of person that keeps all the "T" s crossed and the "I" s dotted. A person with this personality type can easily handle the details of day-to-day operations, but can let the

small stuff get in the way. Rest assured however, everyone that he comes in contact with will learn and grow from his wisdom.

Peaceful Leader:

This type leader is known as the golden retriever in the organization. He is by far the hardest to motivate, and will frustrate most of the other personality types. However, this type of personality possesses the greatest amount of compassion. So much so that it will be very easy for others to share their innermost feelings with him.

Popular Leader:

This type leader is known as the fun loving otter in the organization. He is always ready to have fun, and will create a fun environment if one is not there. His leadership strength is the ability to rally the troops to achieve the organization's goals. Everyone loves to spend time with this type personality, everyone except the beavers. Fun-loving otters will often overlook the details that are important to making everything balance at the end of the day; or so beavers tend to think.

Conclusions & Suggestions:

To help you be, know, and do; follow these eleven principles of leadership:

- *Know yourself and seek self-improvement:* In order to know yourself, you have to understand your be, know, and do, attributes. Seeking self-improvement means continually strengthening your attributes. This can be accomplished through self-study, formal classes, reflection, and interacting with others.
- *Be technically proficient:* As a leader, you must know your job and have a solid familiarity with your employees' /followers' tasks.
- *Seek responsibility and take responsibility for your actions:* Search for ways to guide your organization to new heights. And when things go wrong, they always do sooner or later-do not blame others. Analyze the situation, take corrective action, and move on to the challenge.
- *Make sound and timely decisions:* Use good problem solving, decision making, and planning tools.
- *Set the example:* Be a good role model for your employees. They must not only hear what they are expected to do, but also see.
- *Know your people and look out for their well-being:* Know human nature and the importance of sincerely caring for your workers.
- *Keep your workers informed:* know how to communicate with not only them, but also seniors and other key people.
- *Develop a sense of responsibility in your workers:* Help to develop good character traits that will help them carry out their professional responsibilities.
- *Ensure that tasks are understood, supervised and accomplished:* Communication is the key to this responsibility.
- *Train as a team:* Although many so called leaders call their organization, department, section, etc. a team; they are not really teams, they are just a group of people doing their jobs.
- *Use the full capabilities of your organization:* By developing a team spirit, you will be able to employ your organization, department, section, etc. to its fullest capabilities.

The road to great leadership that is common to successful leaders:

- *Challenge the process:* First, find a process that you believe needs to be improved the most.
- *Inspire a shared vision:* Next, share your vision in words that can be understood by your followers.

- *Enable others to act:* Give them the tools and methods to solve the problem.
- *Model the way:* When the process gets tough, get your hands dirty. A boss tells others what to do a leader shows that it can be done.
- *Encourage the heart:* share the glory with your followers' heart, while keeping the pains within your own.

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