

Leadership styles

Name of the student:

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Author note:

Answer to question 1:

Depending on the score I received in the leadership determination questionnaire, I can be identified as a democratic leader. As mentioned in the discussions of Northouse, my strongest leadership trait is sociability. Northouse has identified it as a skill of being sensitive to others needs, concern for the team well-being, exercising good interpersonal skills and creating a co-operative relationship with the followers (Northouse, 2015). However, my major weakness related to my leadership approach is the lack of control over the team and low level of determination. My lack of dominating power negatively affects the leader's quality of getting the job done.

Answer to question 2:

As mentioned by Herrmann and Felfe, (2014) the major traits of a democratic leader include intelligence, sociability, integrity and emotional intelligence. Hence, I do not want to change any qualities within me but aspire to strengthen my quality of emotional intelligence. As a democratic leader, I often become overly sensitive towards my followers and lack control and dominance which are often important to achieve a team goal. As mentioned by Northouse, emotional intelligence is the ability to perceive and express emotion in a logical and effective way, which is typically important for obtaining just as well as practical team behaviour (Northouse, 2015).

As mentioned by Strom, Sears and Kelly, (2014) for changing leadership trait, an aspirant needs to detect the problem area, obtain an adaptive approach, choose some way outs and adopt the strategy. Here, I have detected that I need to improve my scale of control over the team with modifying my EI and logical thinking process. Hence, I need to encounter each given situation by identifying all the possible way outs and all the related threats and opportunities. I can opt for noting them down in a piece of paper to have better control over

my logical thought process. Then I need to choose the way that has the least threat and highest opportunity with a strong logical argument. Next, I need to communicate my causes of choosing that way to the team members to obtain their support. In this way, I will be able to take a more logical decision which will be potential to ensuring a better level of team success. It will create a trust level among the team members regarding my decision making power, and I will be able to obtain a better control over my team.

Answer to question 3:

If I need to identify a single trait that distracts me from exercising an effective leadership approach, is my quality of "sociability". As mentioned earlier, I have the quality of sensitising with people and conduct a co-operative relationship. However, my lack of emotional control often creates a threat to the successful completion of a selected team goal. Hence, I need to use this particular quality to create a certain level of charisma over some of my trustworthy team members with my powerful and effective communication skill. As mentioned by Strom et al., (2014) the major strength of a democratic leader is to have a diplomatic, tactful and effective communication skill. With the effective power of listening, they can often win the trust and emotional attachment with the team members. Hence, I need to "work around" my power of tactful communication to obtain charisma over some of my close team members. If I can create a personal charisma over a few members, I will be able to make the job done in any contingent situation, which will be helpful in meeting a selected team goal. As discussed by Northouse, charisma is one of the major important traits of a successful leader (Northouse, 2015). Hence, I can use my power of effective communication for creating charisma for being an "effective leader".

References:

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