

Personality Traits of Leaders

Objectives

- ✓ Define personality traits
- ✓ Describe and understand the “Big Five Model of Personality”
- ✓ Review other common personality traits in leaders

Advance Preparation

- ✓ Review the provided materials (typically one hour of preparation)

Materials needed

- ✓ Projection Device
- ✓ The enclosed Power Point Presentation
- ✓ Writing Instruments
- ✓ Copies of Personality Profile Survey (Attachment 1)

Time needed

- ✓ 30 minutes

Interest Approach

Attachment 1 (Personality Profile Survey) is provided to allow each participant to independently assess themselves to see what their personality most logically fits.

Lesson

21. Start with slide 1 by introducing the topic.
22. Slide 2 outlines the objectives for this lesson.
23. Slide 3 defines the terms “trait” and “personality.” Most people have their own definitions or know the definitions of these terms. These two definitions just clarify for the lesson what is meant by these two terms.
24. Slide 4 introduces “The Big Model of Personality.”
25. Slides 5-9 discusses each of these individually.
26. Slide 5 - **Surgency** – includes leadership and extraversion traits. People strong in surgency like to lead and want to be in charge.
27. Slide 6 - **Agreeableness** – includes traits related to getting along with people. People strong in this area are typically characterized as warm, easygoing, compassionate, friendly, and sociable.
28. Slide 7 - **Adjustment** – includes traits related to emotional stability. People strong in adjustment are characterized as being good under pressure, having self control, being calm, secure, and positive.
29. Slide 8 - **Conscientiousness** – includes traits related to achievement. People that are conscientiousness are hard working, go beyond the call of duty, and have a strong desire to achieve success.

30. Slide 9 - **Openness to Experience** – includes traits related to being willing to change and try new things. These individuals are risk takers free thinkers, and creative.
31. Slide 10 Summarizes of the “The Big Model of Personality.”
Slide 11 discusses nine leadership traits. These include: Dominance, High Energy, Self-confidence, Locus of Control, Stability, Integrity, Intelligence, Flexibility and Sensitivity to Others.
32. Slide 12 discusses reasons why leaders are not successful
33. Slide 14 is a summary

Conclusion

There are very few people in the world that are strong in these nine traits. Great leaders may not be strong in all nine of these. However, it is important that each of us know our strengths and weaknesses. What we can do is work on these traits that we may not be strong in. There is one thing we know for sure, you can lead others until you know yourself.

References

- Covey, S. R. (2004). *The eighth habit: From effectiveness to greatness*. New York, NY: FranklinCovey Co.
- House, R. J. and Aditya, R. N. (1997). The social scientific study of leadership: Quo Vadis? *Journal of Management*, 23 (May-June 1997) 409-474.
- Lussier, R. N. and Achua, C. F. (2001). *Leadership: Theory, Application, Skill Development*. Cincinnati, OH: South-Western College Publishing.

Attachment 1 - Personality Profile Survey

Self- Assessment Exercise

Personality Profile

Using the scale below, rate each of the 25 statements according to how accurately it describes you. Place a number from 1 to 7 on the line before each statement.

Like me		Somewhat like me			Not like me	
7	6	5	4	3	2	1

- ___ 1. I step forward and take charge in leaderless situations.
- ___ 2. I am concerned about getting along well with others.
- ___ 3. I have good self-control; I don't get emotional and get angry and yell.
- ___ 4. I'm dependable; when I say I will do something, it's done well and on time.
- ___ 5. I try to do things differently to improve my performance.
- ___ 6. I enjoy competing and winning; losing bothers me.
- ___ 7. I enjoy having lots of friends and going to parties.
- ___ 8. I perform well under pressure.
- ___ 9. I work hard to be successful.
- ___ 10. I go to new places and enjoy traveling.
- ___ 11. I am outgoing and willing to confront people when in conflict.
- ___ 12. I try to see things from other people's point of view.
- ___ 13. I am an optimistic person who sees the positive side of situations (the cup is half full).
- ___ 14. I am a well-organized person.
- ___ 15. When I go to a new restaurant, I order foods I haven't tried.
- ___ 16. I want to climb the corporate ladder to as high a level of management as I can.
- ___ 17. I want other people to like me and to be viewed as very friendly.
- ___ 18. I give lots of praise and encouragement; I don't put people down and criticize.
- ___ 19. I conform by following the rules of an organization.
- ___ 20. I volunteer to be the first to learn and do new tasks.
- ___ 21. I try to influence other people to get my way.
- ___ 22. I enjoy working with others more than working alone.
- ___ 23. I view myself as being relaxed and secure, rather than nervous and insecure.
- ___ 24. I am considered to be credible because I do a good job and come through for people.

___ 25. When people suggest doing things differently, I support them and help bring it about; I
 don't make statements like these: it won't work, we never did it before, who else did it,
 or we can't do it.

To determine your personality profile on the next page: (1) In the blanks, place the number from 1 to 7 that represents your score for each statement. (2) Add up each column---your total should be a number from 5 to 35. (3) On the number scale on the following page, circle the number that is closest to your total score. Each column in the chart represents a specific personality dimension.

	Surgency		Agreeableness		Adjustment		Conscientiousness							
	Openness to Experience													
		35			35			35			35			35
		30			30			30			30			30
___	1.	25	___	2.	25	___	3.	25	___	4.	25	___	5.	25
___	6.	20	___	7.	20	___	8.	20	___	9.	20	___	10.	20
___	11.	15	___	12.	15	___	13.	15	___	14.	15	___	15.	15
___	16.	10	___	17.	10	___	18.	10	___	19.	10	___	20.	10
___	21.	5	___	22.	5	___	23.	5	___	24.	5	___	25.	5
	Total	Bar		Total	Bar		Total	Bar		Total	Bar		Total	Bar

The higher the total number the stronger is the personality dimension that describes your personality. What is your strongest and weakest dimension?

PERSONAL TRAITS OF LEADERS EVALUATION

Your help is needed in providing vital feedback on the **SEAL Curriculum** you have just completed. Please take a moment to complete this survey.

For each of the topics listed below, in the **LEFT** column, circle the **ONE** number that best reflects your **LEVEL OF UNDERSTANDING** before the **SEAL Curriculum**. Then, in the **RIGHT** column, circle the **ONE** number that best reflects your **LEVEL OF UNDERSTANDING** after the **SEAL Curriculum**.

LEVEL OF UNDERSTANDING				
Poor	Average	Good	Excellent	
1	2	3	4	
Level of Understanding	<i>BEFORE</i> the Program		<i>AFTER</i> the Program	
Understand your own personality traits	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Understand the "Big 5" model of Personality"	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Understand common personality traits in leaders	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4

Intentions. For the following behaviors, check the box that describes what you plan to do as a result of the **SEAL Curriculum**.

Behavior Change	Yes	No
Knowing your personality traits, will you use this to be a better communicator?	<input type="checkbox"/>	<input type="checkbox"/>

Satisfaction. Check the box for the statement that best describes your thoughts concerning the program.

Satisfaction	Strongly Disagree	Disagree	Agree	Strongly Agree
The subject matter was timely for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The speakers were effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The information was practical to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can go and use the information I learned today in my organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall, this was a very educational program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What is the most significant thing you will apply (feel free to list more than one)?

Do you feel like what you learned provides you the ability to lead more effectively? (Circle the best answer)

YES

NO

- Please explain your answer or provide an example.

Please provide any additional information on the back.

Thank you very much for your time!!!