

Beyond the Big Five: Leader Goal Orientation as a Predictor of Leadership Effectiveness

Joseph W. Hendricks and Stephanie C. Payne
Texas A&M University

This study examined proximal traits as mediators of the relationships between distal traits and leadership effectiveness. Specifically, we examined goal orientation, leadership self-efficacy, and motivation to lead (MTL) as antecedents of leadership effectiveness, after controlling for the Big Five personality traits. We tested our hypotheses with a sample of 100 leaders of four-person teams performing a manufacturing task in a laboratory setting. Consistent with expectation, leadership self-efficacy partially mediated the relationships between learning goal orientation and Affective-Identity MTL as well as Social-Normative MTL, after controlling for the Big Five. Noncalculative MTL related significantly to averaged team member ratings of leadership effectiveness, after controlling for both the leader's and the team member's personality. These results help aid in our understanding of why leader traits relate to leadership effectiveness.

The study of leadership in organizations has been prevalent since the beginning of the 19th century. Thousands of research studies have focused on leadership phenomenon (Yukl, 1989) in part to enhance our ability to predict leadership effectiveness. A recent meta-analysis revealed that cumulatively the Big Five personality variables have a multiple correlation of .39 with leadership effectiveness (Judge, Bono, Ilies, & Werner, 2002). Although their work aided in demonstrating an empirical relationship between the Big Five and leadership criteria, their examination did not reveal *why* these relationships exist. As a result, the question of why individual differences predict leadership effectiveness remains unanswered.

Whereas the Big Five classification captures a broad array of dispositional traits, it is not a comprehensive taxonomy of all individual difference characteris-

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The Oxford Handbook of Personality and Social Psychology Kay Deaux, Mark Snyder, 2018-10-30 The second edition of The Oxford Handbook of Personality and Social Psychology uniquely integrates personality and social psychology perspectives together in one volume Contributors explore historical conceptual methodological and empirical foundations that link the two fields together Further this new edition offers readers comprehensive coverage of new and emerging areas of theory research and application and assesses the fields growth and development since the publication of the first edition

Inclusive Leadership Bernardo M. Ferdman, Jeanine Prime, Ronald E. Riggio, 2020-09-21 In a time of increasing divisiveness in politics and society there is a desperate need for leaders to bring people together and leverage the power of diversity and inclusion Inclusive Leadership Transforming Diverse Lives Workplaces and Societies provides leaders with guidance and hands on strategies for fostering inclusion and explains how and why it matters Inclusive Leadership explores cutting edge theory research practice and experience on the pivotal role of leadership in promoting inclusion in diverse teams organizations and societies Chapters are authored by leading scholars and practitioners in the fields of leadership diversity and inclusion The book is solidly grounded in research on inclusive leadership development diversity management team effectiveness organization development and intergroup relations Alongside the exhaustive scholarship are practical suggestions for making teams groups organizations and the larger society more inclusive and ultimately more productive Leaders and managers at all levels HR professionals and members of diverse teams will find Inclusive Leadership invaluable in becoming more effective at cultivating inclusive climates and realizing its many benefits including innovation enhanced team and organizational performance and social justice For more visit <https://inclusiveleader.com>

Accelerating Leadership Development Jocelyn Berard, 2013-07-25 Proven strategies and innovative solutions for developing and retaining successful leaders Many organizations today are facing a crisis of leadership As the Baby Boomer generation exits the workforce companies are struggling to find qualified leaders to fill critical roles Accelerating Leadership Development offers solutions for leadership development management and retention from award winning development firm Global Knowledge Accelerating Leadership Development provides a proven model to help companies develop high potential employees with the competencies and knowledge capital to assume critical roles successfully It includes practical and rigorous tools that enable organizations to identify targets and predict those targets success with six measurable factors With this proven development system companies can develop a pipeline of ready leaders with high levels of engagement and retention Features actionable effective principles and strategies for leadership development using a results oriented framework Chapters address communication and delegation strategies effective feedback models shifting of responsibility and accountability to direct reports and contemporary coaching and development approaches Based on in depth research and client interactions from one of the most prominent names in workforce development For any business that experiences a

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Industrial Organizational Psychology Paul Levy,2013-03-01

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