

# Leadership Stability Skill

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## Abstract

The intention of this paper is to inspect the suitable skill or knowledge required to be a leader. Topics included are leadership personality and behaviour. Leaders play a key role in the controlling and managing of the employees in the organization. To be the effective leader he must have the hard working and smart skills to make work done before a time and he is able to survive in that position with managing tasks, team etc.

## Introduction

Leaders carry a major role in influencing employees in the organization. Leadership Stability relates that he can manage people and be a better leader or not, employees feel comfortable to work with a leader who can take a calculated risk, ideas are suggested, and their opinions are given for any organizational matters. Leader should have the hope, efficiency, resilience, and optimism to sustain in that position.

## Review of Literatures

The leader should have been overwhelming to the point the traits may in fact be related to any strong employee. In identifying leaders, employers seek those who are high in motivation, self-monitoring, intelligent, extroverted, open to experience, hardened, possess high self-esteem, and have moral reasoning abilities (Foti & Hauenstein, 2007; Avolio et al., 2010; Atwater et al., 1999). The traits lead to the question of whether employers ever seek employees who are not motivated, cannot monitor themselves, would not be considered bright, are closed-minded, have low levels of self-esteem, and struggle to distinguish right from wrong. It seems plausible a more concise and well-articulated argument for what traits a successful leader actually needs to possess exists.

Additionally, leadership involves attributes or characteristics, often similar to those who have previously been successful in comparable roles (Goldsmith, 2000).

Many terms associated with leadership development, including coaching, training, mentoring, executive coaching, and advanced coaching practices, have not been clearly distinguished either.

Mumford, Campion, and Morgeson (2007) developed a leadership strataplex framework. In their research of 1,023 professionals within the Occupational Information Network (O\*Net), they found that leadership skill requirements vary by level (or stratum) of the leadership

position within an organization. O\*Net, developed by the U.S. Department of Labour, was formed to analyse job functions and requirements (Peterson et al., 1999). In their framework they empirically demonstrated higher level leaders require more strategic and conceptual skill, compared to leaders in lower levels who require greater technical skill (Mumford et al., 2007).

## **Methodology**

### **Scope of the Study**

This is a Technical Analysis Strategy for a Problems arises for a leadership stability skill is failure to communicate, poor responsibility, fear of job, poor alignment, poor vision, poor execution, company culture.

### **The main objective is**

1. To identify the required leadership skills
2. To identify and provide the leadership skills showing strength and weakness

### **Statements**

1. Leader is effective with the detailed aspects of work.
2. Leader usually know ahead of time how people will respond to a new idea or proposal.
3. Leader is effective at problem solving.
4. Filling out forms and working with details comes easily for leader.
5. Understanding the social fabric of the organization is important to leader.
6. Leader immediately address problem when it arises.
7. Managing people and resources is one of leader strengths.
8. Leader is able to sense the emotional undercurrents in his group.
9. Seeing the big picture comes easily for leader.
10. In work, leader will enjoy responding to people's requests and concerns.
11. Leader will use emotional energy to motivate others.
12. Making strategic plans for company appeals to leader.
13. Obtaining and allocating resources is a challenging aspect of leader job.
14. The key to successful conflict resolution is respecting leader opponent.
15. Leader enjoy discussing organizational values and philosophy.
16. Leader is effective at obtaining resources to support programs.
17. Leader will work hard to find consensus in conflict situations.
18. Leader is flexible about making changes in organization.

### **Scoring**

1. Sum the responses on items 1, 4, 7, 10, 13, and 16 (administrative skill score).

2. Sum the responses on items 2, 5, 8, 11, 14, and 17 (interpersonal skill score).
3. Sum the responses on items 3, 6, 9, 12, 15, and 18 (conceptual skill score).

### Data Analysis collected from Survey

Leader is effective with the detailed aspects of work.  
17 responses

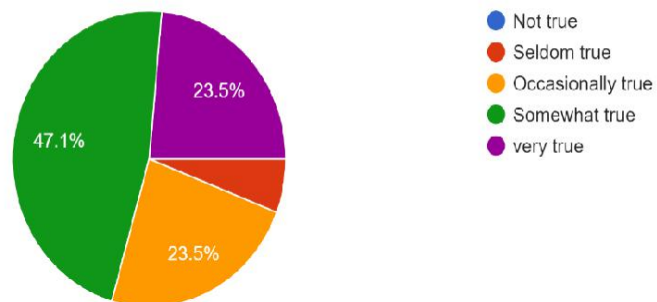


Figure 1.Question 1

Based on survey, 47.1% somewhat true, 23.5% very true, 23.5% occasionally true.

Leader usually know ahead of time how people will respond to a new idea or proposal.  
17 responses

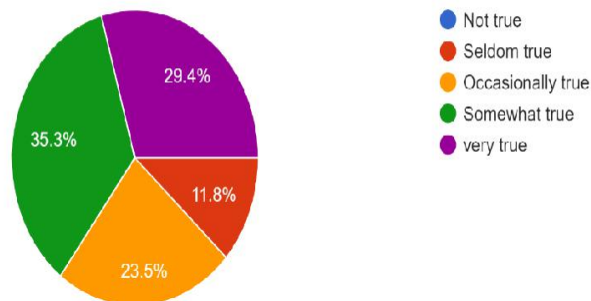
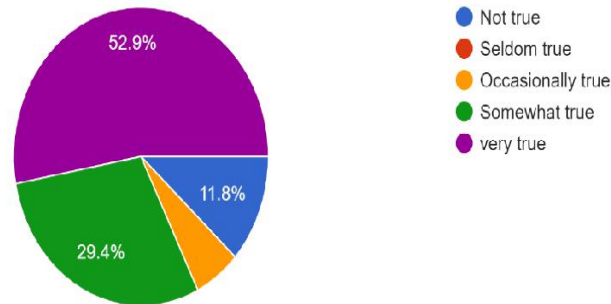


Figure 2.Question 2

Based on survey, 35.3% somewhat true, 29.4% very true, 23.5% occasionally true, 11.8% seldom true.

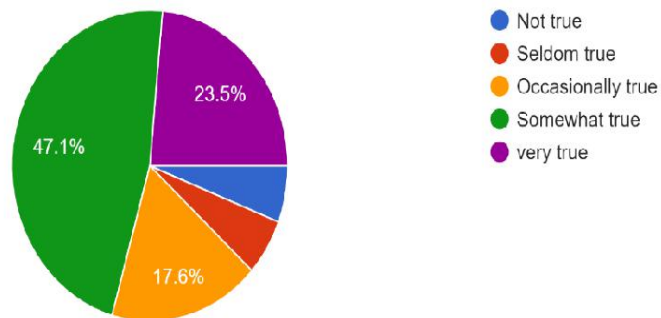
Leader is effective at problem solving.  
 17 responses



**Figure 3.Question 3**

Based on survey, 29.4% somewhat true, 52.9% very true, 11.8% not true.

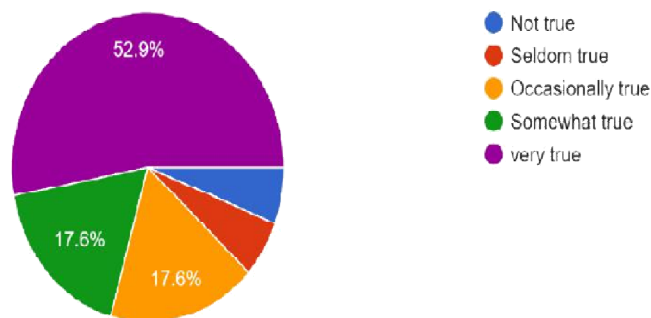
Filling out forms and working with details comes easily for leader.  
 17 responses



**Figure 4.Question 4**

Based on survey, 47.1% somewhat true, 23.5% very true, 17.6% occasionally true.

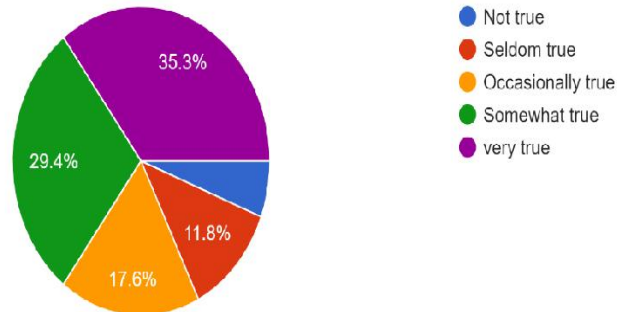
Understanding the social fabric of the organization is important to leader.  
 17 responses



**Figure 5.Question 5**

Based on survey, 17.6% somewhat true, 52.9% very true, 17.6% occasionally true.

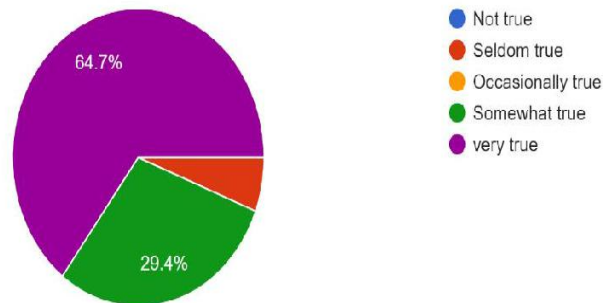
Leader immediately address problems when it arises.  
 17 responses



**Figure 6.Question 6**

Based on survey, 29.4% somewhat true, 35.3% very true, 17.6% occasionally true, 11.8% seldom true.

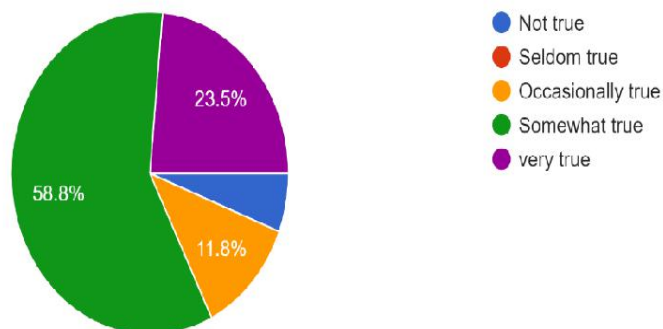
Managing people and resources is one of leader strengths.  
 17 responses



**Figure 7.Question 7**

Based on survey, 64.7% very true, 29.4% somewhat true.

Leader is able to sense the emotional undercurrents in his group.  
 17 responses



**Figure 8.Question 8**

Based on survey, 58.8% somewhat true, 23.5% very true, 11.8% occasionally true.

Seeing the big picture comes easily for leader.

17 responses

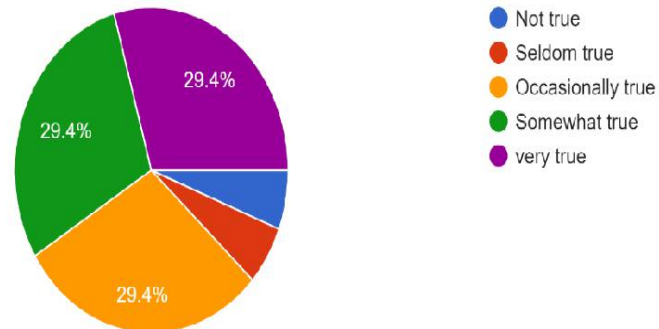


Figure 9.Question 9

Based on survey, 29.4% somewhat true, 29.4% very true, 29.4% occasionally true.

In work, leader will enjoy responding to people's requests and concerns.

17 responses

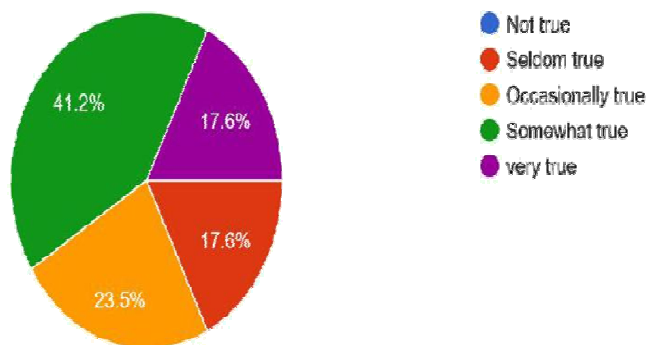


Figure 10.Question 10

Based on survey, 41.2% somewhat true, 17.6% very true, 17.6% seldom true, 23.5% occasionally true.

Leader will use emotional energy to motivate others.

17 responses

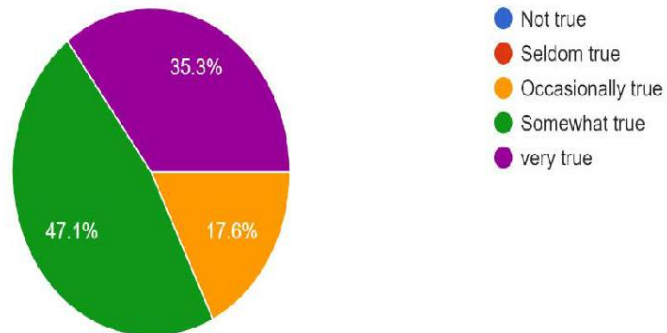


Figure 11.Question 11

Based on survey, 47.1% somewhat true, 35.5% very true, 17.6% occasionally true.

Making strategic plans for company appeals to leader.

16 responses

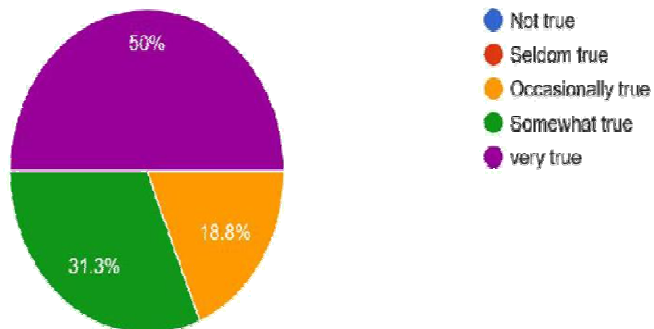


Figure 12.Question 12

Based on survey, 31.3% somewhat true, 50% very true, 18.8% occasionally true.

Obtaining and allocating resources is a challenging aspect of leader job.

17 responses

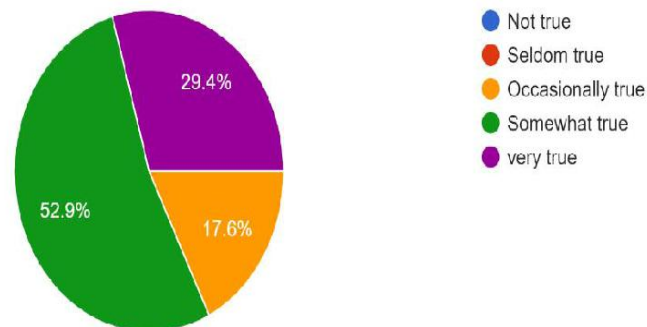


Figure 13.Question 13

Based on survey, 52.9% somewhat true, 29.4% very true, 17.6% occasionally true.

The key to successful conflict resolution is respecting leader opponent.

17 responses

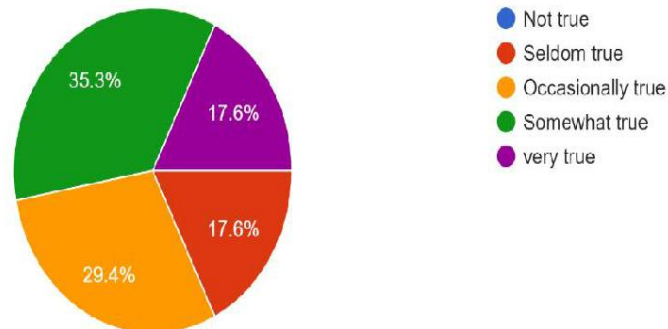


Figure 14.Question 14

Based on survey, 35.3% somewhat true, 17.6% very true, 17.6% seldom true, 29.4% occasionally true.

Leader enjoy discussing organizational values and philosophy.

17 responses

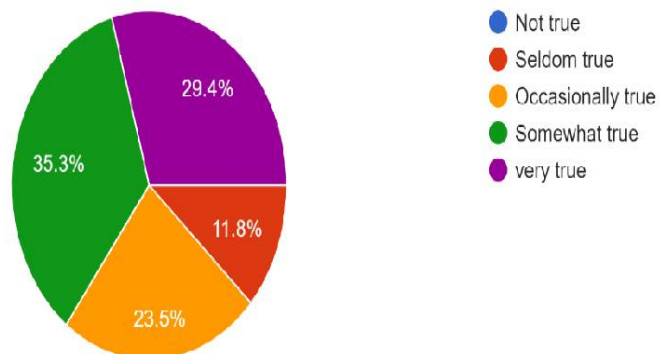


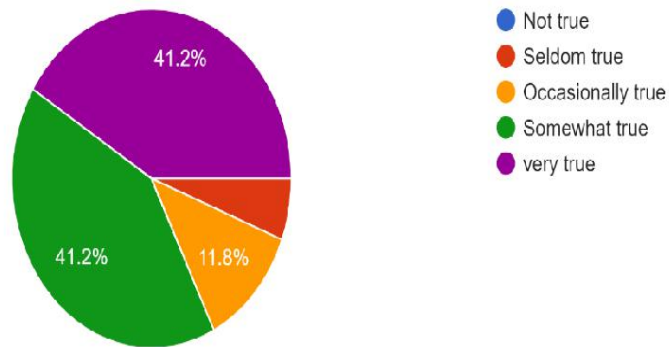
Figure 15.Question 15

Based on survey, 35.3% somewhat true, 29.4% very true, 23.5% occasionally true, 11.8% seldom true.



Leader is effective at obtaining resources to support programs.

17 responses

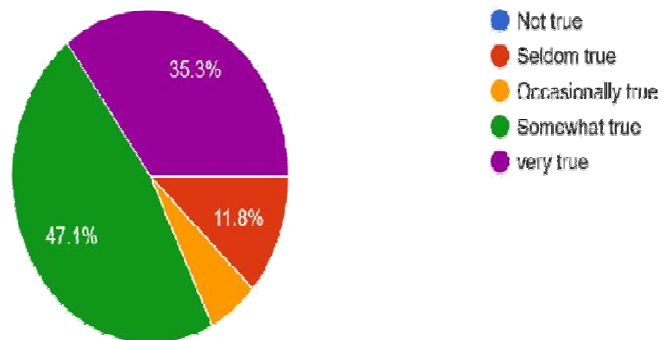


**Figure 16.Question 16**

Based on survey, 41.2% somewhat true, 41.2% very true, 11.8% occasionally true.

Leader will work hard to find consensus in conflict situations.

17 responses

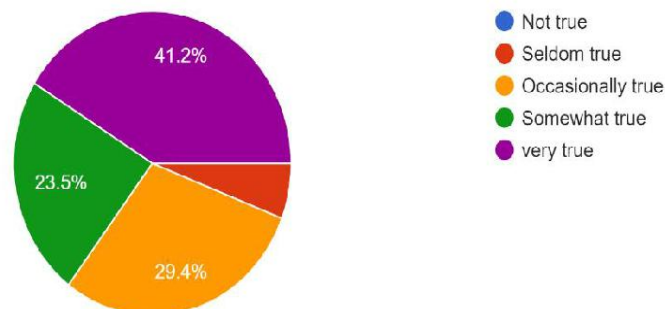


**Figure 17.Question 17**

Based on survey, 47.1% somewhat true, 35.5% very true, 29.4% occasionally true.

leader is flexible about making changes in organization.

17 responses



**Figure 18.Question 18**

Based on survey, 23.5% somewhat true, 41.2% very true, 29.4% occasionally true.

## Total Scores

### Administrative skill

**Table 1**

Question. no	Scores
1st	47.1% somewhat true, 23.5% very true, 23.5% occasionally true.
4th	47.1% somewhat true, 23.5% very true, 17.6% occasionally true.
7th	64.7% very true, 29.4% somewhat true.
10th	41.2% somewhat true, 17.6% very true, 17.6% seldom true, 23.5% occasionally true.
13th	52.9% somewhat true, 29.4% very true, 17.6% occasionally true.
16th	41.2% somewhat true, 41.2% very true, 11.8% occasionally true.

### Interpersonal skill

**Table 2**

Question no	Scores
2nd	35.3% somewhat true, 29.4% very true, 23.5% occasionally true, 11.8% seldom true.
5th	17.6% somewhat true, 52.9% very true, 17.6% occasionally true.
8th	58.8% somewhat true, 23.5% very true, 11.8% occasionally true.
11th	47.1% somewhat true, 35.5% very true, 17.6% occasionally true.
14th	35.3% somewhat true, 17.6% very true, 17.6% seldom true, 29.4% occasionally true.
17th	47.1% somewhat true, 35.5% very true, 29.4% occasionally true.

### Conceptual skill

**Table 3**

Question. no	Scores
3rd	29.4% somewhat true, 52.9% very true, 11.8% not true.
6th	29.4% somewhat true, 35.3% very true, 17.6% occasionally true, 11.8% seldom true.
9th	29.4% somewhat true, 29.4% very true, 29.4% occasionally true.
12th	31.3% somewhat true, 50% very true, 18.8% occasionally true.
15th	35.3% somewhat true, 29.4% very true, 23.5% occasionally true, 11.8% seldom true.
18th	23.5% somewhat true, 41.2% very true, 29.4% occasionally true.

## Scoring Interpretation

The Leadership Skills Questionnaire is designed to measure three broad types of leadership skills: administrative, interpersonal, and conceptual. By comparing scores, leader can determine where leader have leadership strengths and weaknesses.

If your score is 26–30, you are in the very high range.

If your score is 21–25, you are in the high range.

If your score is 16–20, you are in the moderate range.

If your score is 11–15, you are in the low range.

If your score is 6–10, you are in the very low range.

## Discussion

In addition with the leadership skills a non-directive counselling is intended to increase a leadership's ability to meet the difficulties arising with them and immediate particular experiences. This other use of nondirective skills is for the promotion of discussion among them for free interchange and development of ideas. Here the concern is not with personal problems as such but with the integration and orientation of ideas in each individual leader.

Leadership is related to the search for truth and reality, and to the active participation in public and social affairs through the stimulation of each individual leader sense of responsibility and ability to think for himself.

## Conclusion

The Leadership skills approach considers with the knowledge and abilities that the leader has. A leader can learn certain skills and turn himself into a remarkable one. These scores can be seen as review to different views on leadership from the skills point of view.

Notwithstanding, we can reason that authority is the capacity to coordinate a gathering of individuals in understanding a shared objective. This is finished by individuals applying their initiative ascribes. Pioneers make responsibility and excitement among devotees to accomplish objectives. Authority is accomplished through communication between pioneer, devotee and climate.

## References

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