PERSONALITY DEVELOPMENT AND LEADERSHIP

Dr. Pallavi Tyagi

PERSONALITY TRAITS

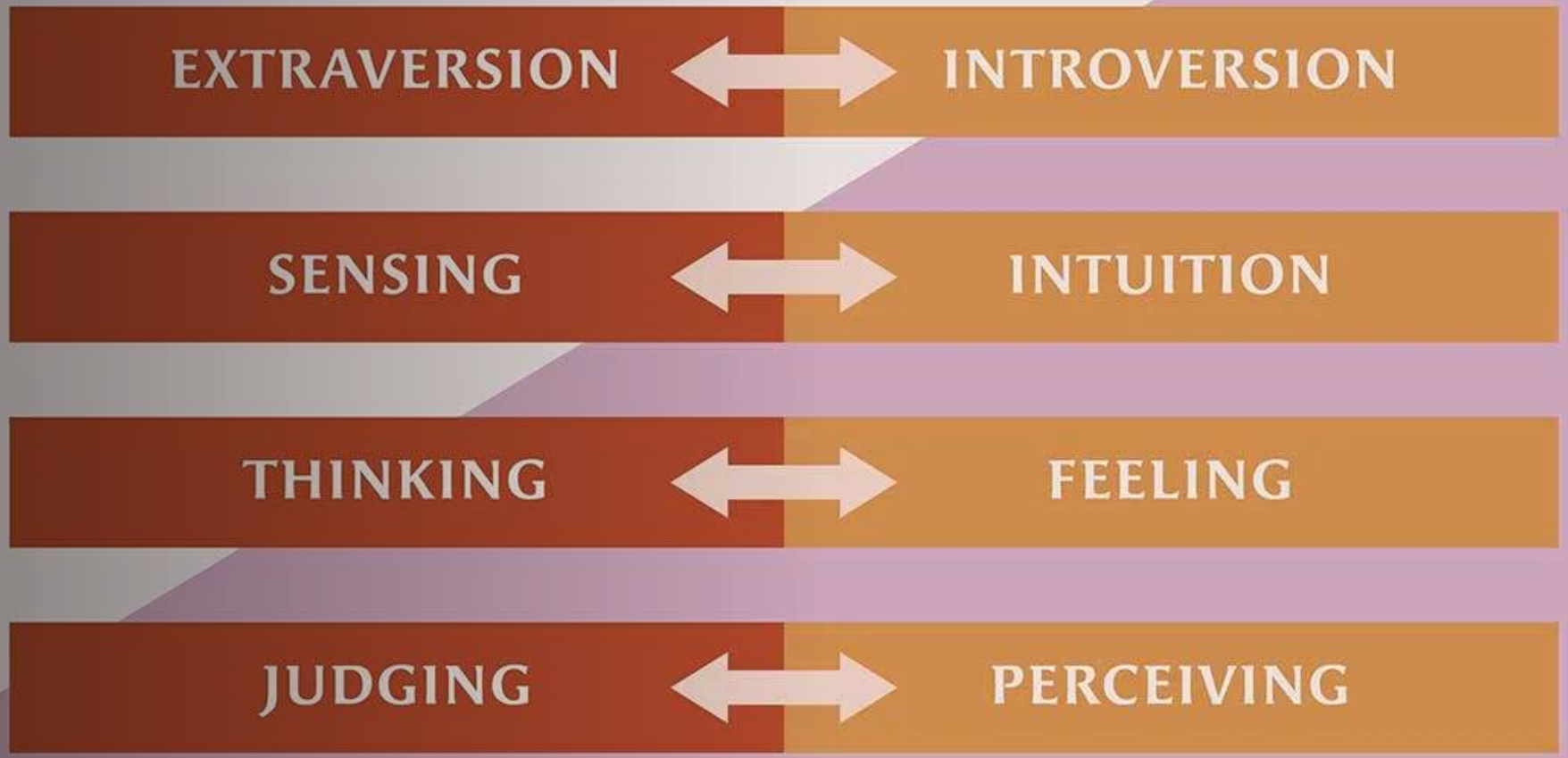
- “if you find it easy to delegate tasks”– **Leadership**
- “if you are comfortable speaking in front of large groups.”- **Communication**
- “if you find it easy to voice your opinions in meetings”- **Confidence**
- “if you are often the person people turn to for advice or support”- **Empathy**
- “if you feel you are good at balancing multiple tasks at once.”- **Time management and Organization**

WHAT IS PERSONALITY

Gordon Allport –”Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment.”

MBTI

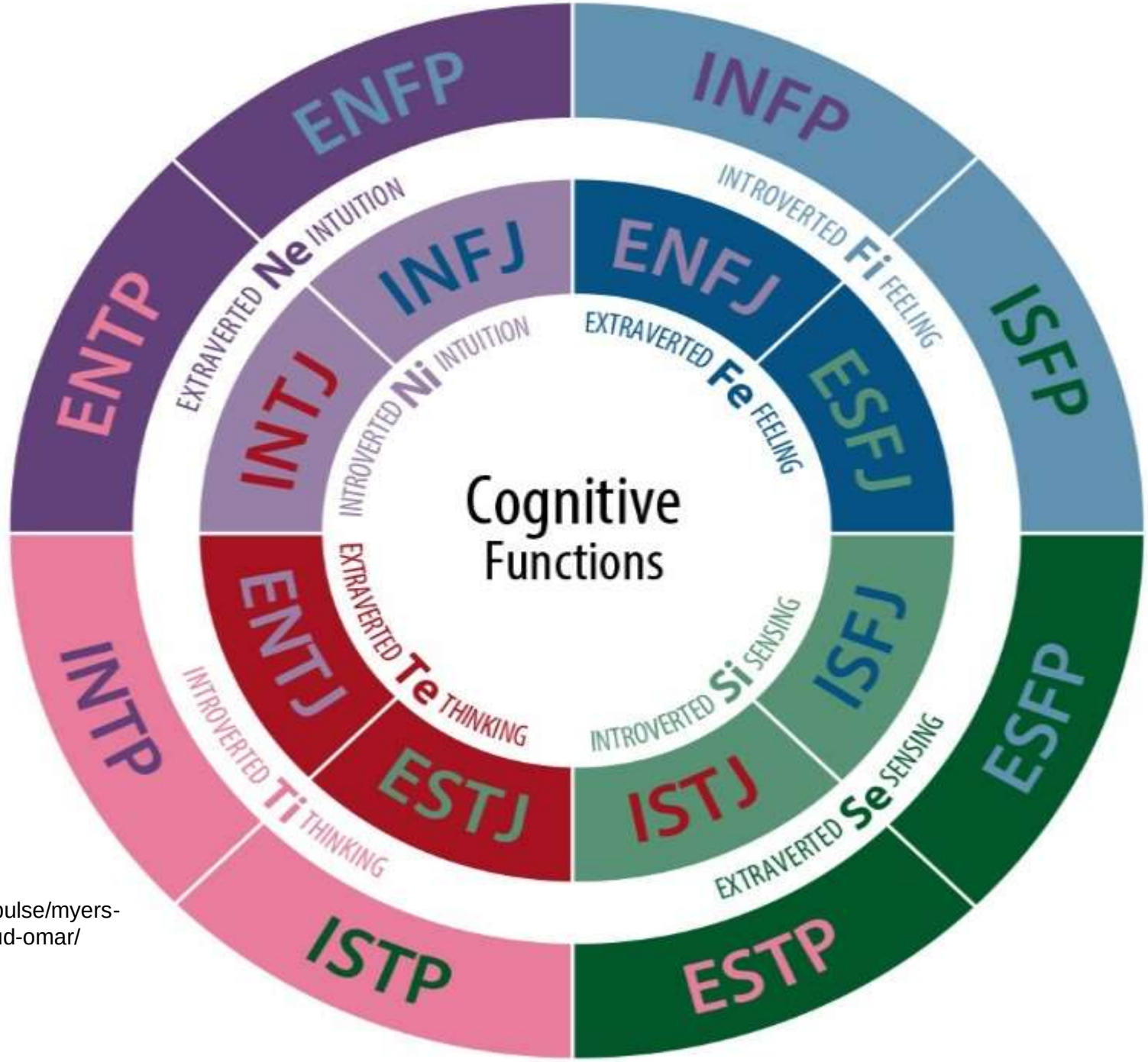
Dichotomies



Source- https://www.simplypsychology.org/the-myers-briggs-type-indicator.html

PERSONALITY FRAMEWORK

- **Extraverted (E) versus Introverted (I).** Extraverted individuals are outgoing, sociable, and assertive. Introverts are quiet and shy.
- **Sensing (S) versus Intuitive (N).** Sensing types are practical and prefer routine and order. They focus on details. Intuitives rely on unconscious processes and look at the “big picture.”
- **Thinking (T) versus Feeling (F).** Thinking types use reason and logic to handle problems. Feeling types rely on their personal values and emotions.
- **Judging (J) versus Perceiving (P).** Judging types want control and prefer their world to be ordered and structured. Perceiving types are flexible and spontaneous.



Source: https://www.linkedin.com/pulse/myers-briggs-type-indicator-mbti-mahmoud-omar/

- INTJs are visionaries with original minds and great drive. They are skeptical, critical, independent, determined, and often stubborn.
- ESTJs are organizers. They are realistic, logical, analytical, and decisive and have a natural head for business or mechanics.
- The ENTP type is a conceptualizer, innovative, individualistic, versatile, and attracted to entrepreneurial ideas.

WHAT IS LEADERSHIP????

1. ……

2. ……

3……

WHAT IS LEADERSHIP

- **Motivating People**
- **Influencing people**
- **Commanding people**
- **Guiding people**

“Thinking through the organization’s mission, defining it and establishing it, clearly and visibly” -- Peter Drucker, 1966

MANAGERS VS LEADERS

Managers

- **Focus on things**
- **Do things right**
- **Plan**
- **Organize**
- **Direct**
- **Control**
- **Follows the rules**

Leaders

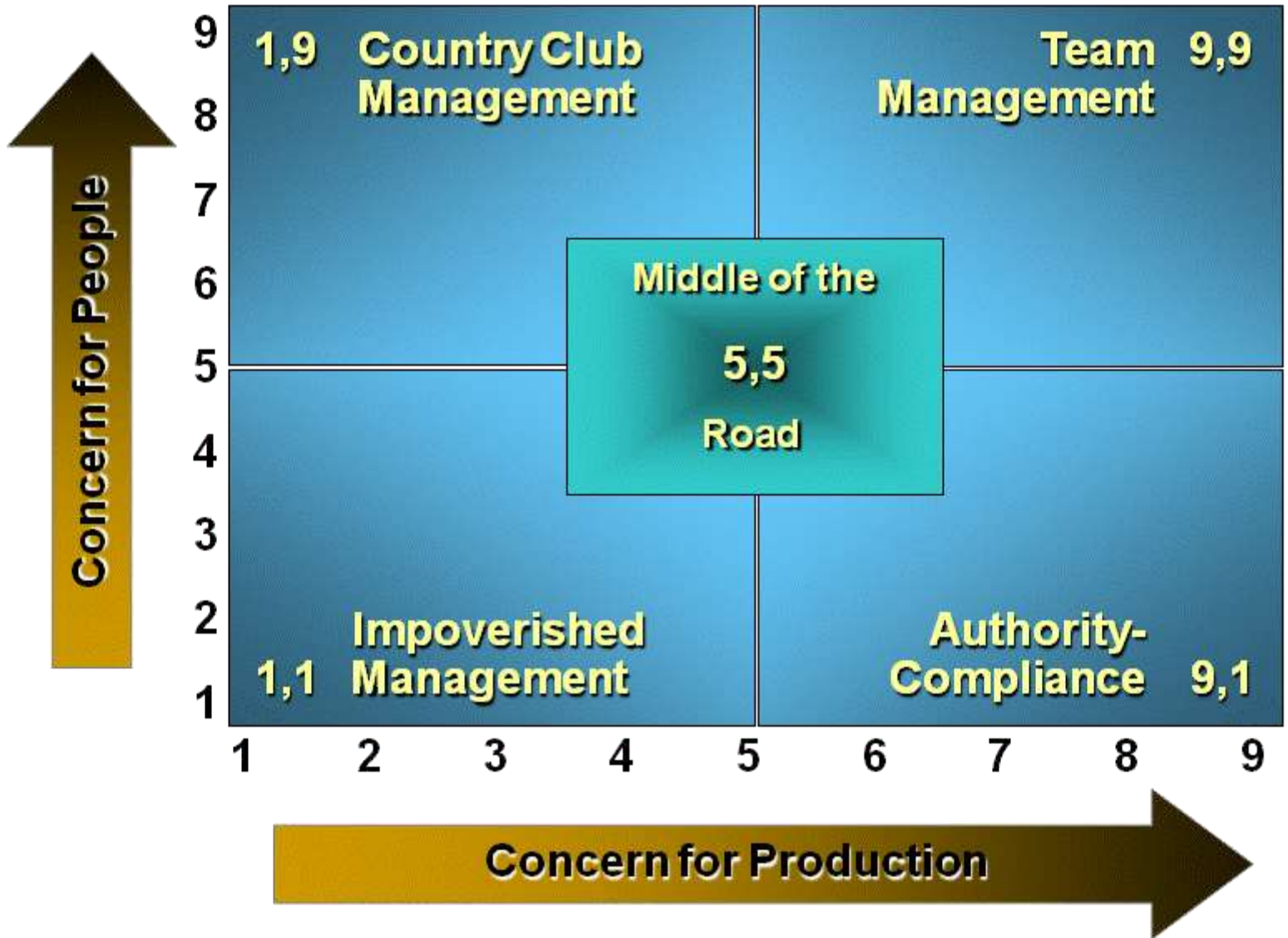
- **Focus on people**
- **Do the right things**
- **Inspire**
- **Influence**
- **Motivate**
- **Build**
- **Shape entities**

ACTIVITY 2

Incidence of one decision led to failure as leader

- **What factors contributed to failure?**
- **What else you have done?**
- **What help you wanted/expected from the organization at that time?**
- **Reflections**

Blake/Moulton Leadership Grid



- **Self-related 70%**
- **People-related 20%**
- **Task-related 10%**

CHECKLIST FOR DEVELOPING LEADERS

- ✓ Catch Them Young – Target Early
- ✓ Succession Planning – Plan and Initiate Processes
- ✓ Leadership Centers – Identify and Build Potential
- ✓ Global Exposure – The World is Not Enough
- ✓ Rotational & Challenging Assignments
- ✓ Religious follow up – Institutionalize and Fortify
- ✓ Senior Management Ownership

If you are planning for one year, grow rice.
If are planning for 20 years, grow trees.
If you are planning for centuries, grow people.

------Chinese Proverb

THANK YOU!

pallavi.ntyagi@gmail.com

ptyagi1@amity.edu

Pallavi Tyagi

Academician I Researcher I Editor I
DEIB Advocate