



Article title: Leadership theories traits into the situational leadership model

Authors: Philippe Funk[1]

Affiliations: rue Batty Weber, 36[1]

Orcid ids: 0000-0003-4949-3814[1]

Contact e-mail: philfunk@hotmail.com

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Leadership theories traits into the situational leadership model

Philippe FUNK

Many do not know what to look for in a leader. In order to be a successful leader, you need many traits and skills. For example, leaders need to be assertive, empathic, and have high self-esteem. They must also be conscientious and adaptable. However, they must also be able to think strategically with a foresight of the company's future success or project at hand. More important than their traits is how they are expressed through their leadership style – what works best for each situation.

The situational leadership model is a framework for understanding how leaders can best adapt to their environment. The situational leadership model is based on the assumption that a leader's behavior will be influenced by the situation in which they are placed and that this influence may vary according to task complexity, uncertainty, or urgency. A leader's leadership style then changes depending on the situation they find themselves in. Situational Leadership traits include adaptability: The ability to quickly change your behavior and adapt to the situation at hand. Adaptability is a crucial trait of influential leaders. The ability to quickly change your behavior and adapt to the situation at hand. Adaptability is a crucial trait of influential leaders. Emotional Intelligence: A leader must be able to understand, manage, and express their emotions in order for them to lead others effectively. Leaders with high emotional intelligence are more likely than those who do not have this skillset to build trust among their subordinates and inspire their people by showing that they care about what happens in the organization and how it impacts them personally.

Leaders must be able to understand, manage, and express their emotions in order for them to lead others effectively. Leaders with high emotional intelligence are more likely than those who do not have this skillset to build trust among their subordinates and inspire their people by showing that they care about what happens in the organization and how it impacts them personally. Leadership Presence: Being present when you are leading can make all the difference between being an ineffective leader or one who inspires confidence within your team members or employees alike! Being present means being fully engaged in every moment

– physically (i.e., standing up straight), mentally (.i.e., paying attention) & emotionally (i.e., having empathy). It also means having genuine interest & concern for others on a personal level without appearing too "touchy-feely" or "emotional," which may come across as insincere or fake; however, if you show genuine interest & concern for others on a personal level while remaining authentic, then authenticity will shine through because everyone can see that you genuinely care about each other. If you want people around you to feel confident working under your leadership, then ensure that they know where they stand with respect - both professionally & personally - so there is no confusion over expectations/responsibilities. You should always treat every person equally regardless of their position or title.

Leadership style is one of the most significant elements defining functional teams' individual. Research and training in this area have uncovered different leadership theories, e.g., trait, behavioral, situational contingency, participative, transactional, and transformational. Each of these leadership theories presents different leadership styles, amongst which those most often seen in personal and national organizations are authoritarian or influential leaders, democratic or participative styles, transformational leadership, and others (Ricketts, 20). It is challenging to decide which of these leadership styles is the most effective, as the demand for a specific kind depends on each condition. The table below compares and contrasts three important variables seen in these hypotheses. In order to be an effective leader, the style and approach must be adapted to diverse circumstances. For example, some employees function better under a more autocratic and directive leader. Success are more likely for others if the leader can step back and trust his team to form decisions and do plans without direct involvement. On an identical note, not all industries and business settings require the identical skills and leadership traits in equal measure. Some fields demand a substantial measure of innovation, whereas, in others, personal charisma and relational reference to clients are way more critical. Different theories are developed that recognize the situational aspects of leadership. Each theory analyzes how leadership will be

most successful in various situations. The term "situational leadership" is most typically derived from and connected with Paul Hersey and Ken Blanchard's Situational Leadership Theory. (Hersey & Blanchard This approach to leadership suggests the requirement to match two key elements appropriately: the leader's leadership style and also the followers' maturity or preparedness levels. The trait leadership approach also is a benchmark for identifying suitable leaders. This approach makes personality assessments valuable for identifying a possible leader's strengths and weaknesses. it's also suitable to be used with individuals and groups. One major problem with the trait approach to leadership is that no definitive list of leadership traits exists. because of the massive body of research, countless traits are present, making it difficult to see which traits make the foremost influential leader. Also, the trait approach doesn't consider the case. during this kind of leadership, the main focus is solely on the leader's traits. When the main target is partly on matters, defining the precise traits for a successful leader proves easier. Based on a 1977 theory developed by Paul Hersey and Ken Blanchard, situational leadership focuses on over the leader. Instead, a leader's actions depend upon true and also the followers.

Four leadership styles are utilized in the situational approach: delegating, supporting, coaching, and directing. The leader selects the acceptable style in line with the case and readiness level of the followers for a selected leadership style. as an example, if the subordinates have a coffee level of data, the directing kind of leadership – where the leader tells the followers precisely what to try and do – is suitable. (Hersey & Blanchard, 1984) The situational approach to leadership consists of concepts that are easy to grasp and apply across various work situations. Many Fortune 500 companies have used it because the basis of their leadership program due to its positive and credible reputation. Education, age, experience, and gender influence each subordinate's preference sure enough styles of leadership. Nevertheless, demographic characteristics don't seem to be considered within the situational-leadership approach. Limited research exists to support the theories behind the situational leadership

approach. No guidelines exist on applying this sort of leadership to groups—the guidelines concern only one-to-one interactions. The Four Leadership Styles According to Hersey and Blanchard, their theory depends on the actual sort of leadership and therefore the maturity level of the team members. They claim that a situational leader should adopt these four traits when adjusting and implementing different leadership styles within the workplace. (Hersey & Blanchard, 1984) In Hersey and Blanchard's approach, the key to successful leadership is matching the proper leadership style to the corresponding maturity level of the employees. As a general rule, each of the four leadership styles is appropriate for the corresponding employee maturity level.

One final theory we will look at is Vroom and Yetton's Normative Decision Theory. (Vroom, V. and Yetton, P.,1973) This approach is intended as a guide in determining the optimum amount of time and group input that should be committed to a decision. Victor Vroom and Phillip Yetton provide a model that helps leaders decide when to use each approach. The model walks leaders through a series of questions about the decision to be made, and the answers will lead the decision-maker to the suggested approach. The questions focus on a few key factors. Leading involves influencing others. Leaders, therefore, are people who know exactly what they want to achieve and why. They mobilize other people to influence actions, beliefs, and feelings. Various theories have explained leadership over the last 80 years, like trait, behavioral, contingency, and transformational theories. The traits approach to leadership argues that leaders are born rather than made. The traits approach determines which traits, skills, and abilities distinguish leaders from their followers or distinguish influential leaders from ineffective ones. This means that if a person possesses specific characteristics, she will make a good leader. Some qualities that appear in one leader could be used in different situations. These qualities included physical stamina, intellectual competence, courage, self-confidence, flexibility, and assertiveness.

Typology advantages

The essential strengths of this type of leadership style are that it is authoritative and flexible (Srivastava, 2003). This implies that situational leadership style can indicate what to do under different circumstances and characters.

For leaders, knowing who will perform a particular task and when it will be performed is crucial for smooth operations. Given that leadership involves changes, this leadership style is suitable for varying situations. Usually, external and internal forces lead individuals, teams, and objectives vary. In this regard, influential situational leaders should tackle and respond to any change. This implies that the situational leadership style is distinct, applicable, and rational, unlike other leadership styles. For example, a new team member might exhibit great interest in the project; however, he may not be perfectly skilled for the project. Such a member will require appropriate guidelines during his earlier projects. The individual will master the project requirements; hence little or no direction will be required. As time progresses, more motivation will be helpful when the individual develops some boredom towards the project as the task becomes monotonous and unchallenging. During this time, situational leaders should re-evaluate task and relationship balances and implement appropriate direction and support.

Another advantage of the situational leadership style is that it is prescriptive (Srivastava, 2003). This type of leadership style acknowledges the uniqueness among team members. However, it should be noted that it is flexible enough to allow individuals to equalize the amount of direction with the support followers require based on their abilities and enthusiasms. In addition, situational leadership values a supporter's strengths and fosters and strives to improve on his or her weakness. Currently, diversity in our institutions and societies requires leaders to adopt the 21st century's situational leadership approaches. Equally, the diversity has augmented and reinforced the groups. Situational leadership necessitates the leaders to understand the production and workers' facets of the process to become accustomed to their behaviors. If a leader adopts situational leadership, he or she will be in touch with

both the goal and the supporters seeking this goal. In this regard, it can be argued that situational leadership enhances connections and has tolerated practical tests of time. For instance, the model has been applied in several sectors such as the military, businesses organizations, and educational setups over the last five decades. In most of these contexts, the model has been accepted and is currently being utilized to address several challenges (Bass & Riggio, 2006).

The incidental nature of the situational leadership style is that it mandates leaders to adapt their conduct whenever the circumstances vary. Every time the supporters and the tasks vary, this leadership style enables the leaders to readjust their behaviors and satisfy the new state of affairs. Therefore, if a leader applies the approach in consecutive estimates, he or she will be able to re-examine the extent of supervision and help the supporters require all through the continuum.

Limitations to the style

One major disadvantage of this leadership style is that it necessitates sound judgments concerning task acquaintance and human evaluation (Srivastava, 2003). In this regard, it should be noted that not all individuals possess the visualization, spirit, insight, power, persistence, or luck to lead in every circumstance regardless of their characters, abilities, or style.

Therefore, false detection of the supporters' abilities and enthusiasms to complete a specific chore may interrupt the team's development and demoralize the followers' sense of worth. Equally, undervaluing or overvaluing of the team's enthusiasms or abilities is unfavorable to goal realization of the goal. On the other hand, if a leader misdiagnoses the readiness and loyalty of several team associates, it could result in project breakdown. This implies that an effective situational leader should be educated appropriately in cognitive and psychosocial expansion hypothesis and be vigilant to dissimilarities among followers because

of pressures from sex, age, educational and ethnic uniqueness. Similarly, situational leadership requires the managers to have comprehensive knowledge of their supporters' intellectual and developmental levels. In addition, the leadership style does not tackle crucial details such as the multifaceted factors affecting motivation. The model lacks appropriate tools for the managers to identify a group's task skill or communal enthusiasms. In this context, It is impossible for a manager to be acquainted with all the members of bigger groups and subsequently analyze the followers' recommendations since the supporters' behaviors are based on less personal information. In this regard, situational leadership is appropriately appropriate for small groups rather than big groups in a large institution. Since its development, various organizations, supporters, and managers have adopted the situational leadership style with varying achievements. Despite this success, it should be noted that few official types of research have been carried out to ascertain the effectiveness of this leadership model compared to other leadership models (Bass & Riggio, 2006).

The last shortcoming associated with this leadership style relates to the inherent prejudice in the leadership surveys that support the model (Srivastava, 2003). The queries in the survey hinder the interviewee from selecting an appropriate answer that supports the leadership style. However, despite these weaknesses, it should be acknowledged that a situational leadership model is a helpful tool when adopted correctly.

Conclusion

There are four distinct types of situational leadership styles. These are directing, coaching, supporting, and delegating. Similarly, situational leadership can be generalized into three steps. These steps identify the crucial tasks, diagnose members' readiness level, and settle on matching leadership styles.

The situational leadership model symbolizes an agreement of thinking about leadership behavior relative to group members. The model is helpful since it bases its principles on other details of leadership that emphasize the role of task and relationship

behaviors. This leadership theory is valid for micro and macro economies and flexible to supporters at different stages (Bass & Riggio, 2006). Similarly, As such, skilled individuals require less specific direction compared to less skilled individuals. Because of this, it has been demonstrated to be a practical basis of leadership training. Equally, the situational leadership approach supports common sense. Because of this, it is instinctively attractive. Leaders can gain from this model if they try to assess the willingness of their supporters before deciding on the appropriate leadership style. In general, the model allows leaders to become accustomed to their leadership style and satisfy the followers' needs. Despite its impressive advantages, it should be noted that this leadership style has its shortcomings (Bass & Riggio, 2006). For instance, the situational leadership style necessitates sound judgments concerning a task's knowledge and human evaluation.

In this regard, it should be noted that not all individuals possess the visualization, spirit, insight, power, persistence, or luck to lead in every circumstance regardless of their characters, abilities, or style. Therefore, false detection of the supporters' abilities and enthusiasms to complete a specific chore may interrupt the team's development and demoralize the followers' sense of worth. Equally, the leadership style lacks appropriate tools for the managers to identify a group's task skill or communal enthusiasms. In this context, It is impossible for a manager to be acquainted with all the members of bigger groups and subsequently analyze the followers' recommendations since the supporters' behaviors are based on less personal information. A review of leadership theories shows that each of these theories has its strengths and weaknesses, and there is no ideal leadership theory.

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