



# Behaving Intelligently: Leadership Traits & Characteristics

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## TEACHING OUTLINE

This is a brief teaching outline for the extension publication **Behaving Intelligently: Leadership Traits & Characteristics**, part of the *Empowering Leaders in Kentucky (ELK)* educational series. Before presenting this program, please thoroughly read and study the **Behaving Intelligently: Leadership Traits & Characteristics** extension publication.

### Today's objectives are:

1. Introduce and discuss trait leadership.
  2. Explain the role of the Individual Differences Framework (IDF) within leadership.
  3. Clearly outline the various components of IDF.
  4. Discuss personality factors in more detail
  5. Illustrate the strengths of the Trait Leadership
- ❖ Attention steps are important first steps in gaining an audience's attention (refer to Great Leadership Traits! activity attached – Part I). Begin your training by listing great leaders on a white board or flip chart.
  - ❖ Include individuals such as Gandhi, Abraham Lincoln, Napoleon, Mother Theresa (continue the list on your own – include a few local great leaders, so the audience can make a personal connection with the activity). I would suggest making the list about 5-6 leaders long. Ask the audience to consider the list, and together brainstorm what characteristics and traits make these leaders exceptional. Write the list on the board/flip chart. After about 3 minutes, segue way into the training, but leave the list on the board – you will come back to it later.
  - ❖ Present the *History of Trait Leadership*. Focus on how leadership once was considered something you were born with, but we now know everyone has the potential to be a great leader (including those in your audience).
  - ❖ Continuing, explain how researchers found certain traits important to successful leadership, but that leadership appropriate to the situation was the most important. TRAITS ALONE DO NOT DEFINE LEADERS.

- ❖ When moving into the *Significant Leadership Traits* section, refer to Great Leadership Traits! activity – Part II.
- ❖ The *Individual Differences Framework* section is probably the most complicated section of the training. This would be a great section to break off into its own 20-30 minute training session.
- ❖ Mention the aspects of **Heredity** and **Environment** quickly, but really focus on the four components that make up **Individual Characteristics** – *Personality, Values, Leadership Styles & Behaviors* and *Abilities & Skills*.
- ❖ Explain and discuss behavioral range (described in the final paragraph of the *Individual Differences Framework* section). Once explained, ask participants for their own examples of how they have had to operate outside of their behavioral range.
- ❖ The *Five-Factor Personality Model & Leadership* section is another great section to break off into its own 10-minute training session. Briefly discuss each of the Five Factors and ask individuals to choose which one they feel they demonstrate most strongly. Then ask them to write advantages and disadvantages of that factor.
- ❖ The *Step Out & Apply* questions are meant to complete the training session. If you are close to being over time on your training session, choose one or two of these questions and encourage participants to finish the others at their own convenience.

NOTE: As with all of the ELK publications, using a single section (within the publication) makes a great 10-15 minute presentation for any group.

### Group Activity Ideas

The activities listed below can be used in a variety of capacities: as attention steps to your presentation, at any time during the presentation to give a break to the audience or to illustrate a particular point, or at the end of your presentation to round out the presentation. All activities will be attached to the Teaching Outlines as appendices.

- 1) Leadership Trait Questionnaire (Northouse, 2007)
- 2) Great Leadership Traits! activity
- 3) Leadership Family Tree