

THE EVOLUTION OF LEADERSHIP

What makes a good leader throughout the years?

Intelligence
Alertness
Insight
Responsibility
Initiative
Persistence
Self-confidence
Sociability

1948

Top leadership traits and characteristics:

Until the mid-20th century, it was believed people were born with specific leadership qualities. In 1948, psychologist Ralph Stogdill recognized that relationships between people in social situations should also be considered (1)



1959

Top leadership traits and characteristics:

In 1959, Richard Mann proposed that personality traits could be used to differentiate leaders from non-leaders, identifying 6 traits he identified as strong in leaders (1)



Intelligence
Masculinity
Adjustment
Dominance
Extroversion
Conservatism

Intelligence
Masculinity
Dominance

1986

Top leadership traits and characteristics:

In 1986, a study conducted by Robert Lord, Christy de Vader and George Alliger discovered that intelligence, masculinity, and dominance were significantly associated with individuals' perceptions of leaders (1)



1991

Top leadership traits and characteristics:

In 1991, researchers Shelley Kirkpatrick and Edwin Locke claimed leaders are distinct types of people in several key respects (1)



Drive
Motivation
Integrity
Confidence
Cognitive ability
Task Knowledge

Cognitive abilities
Extroversion
Conscientiousness
Emotional stability
Openness
Agreeableness
Motivation
Social intelligence
Self-monitoring
Emotional intelligence
Problem solving

2004

Top leadership traits and characteristics:

In 2004, S. Zaccaro, Cary Kemp and Paige Bader included social abilities as meaningful traits for effective leaders (1)



2024

Top leadership traits and characteristics

Today, the Center for Creative Leadership asserts that good leaders are made, not born, and that leadership is a social process.

They've found that the best leaders consistently possess these fundamental qualities and skills (2)

Self-Awareness
Respect
Compassion
Vision
Communication
Learning Agility

Collaboration
Influence
Integrity
Courage
Gratitude
Resilience



1. https://www.sagepub.com/sites/default/files/upm-binaries/30933_Northouse_Chapter_2.pdf
2. <https://www.ccl.org/articles/leading-effectively-articles/characteristics-good-leader/>