

Trait Approach

Name

Institution

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According to my experience, the trait approach is better than other notions that describe the leadership qualities since it aims exclusively on the leader instead of the situation or followers. Moreover, the leadership trait questionnaire helps individuals to analyze their characters thus providing the information about strengths and weaknesses that need to be improved. Besides, evaluating habits provide an individual with a clear image of who he or she is as a leader and how to fit in the organization ladder. According to the questionnaire results, self-rating was higher than the other five external evaluators. However, the best rating was identified in determination, persistent, diligent, sensitive and self-confident. The questionnaire responses indicate that I am a better leader since I am sensitive, determined and self-confident.

Nevertheless, the results that were surprising are the articulate, trustworthy and diligent. My rating for articulate and honest was five, but I was proved wrong since all my five raters rated me three. I thought that I am an honest person who can be trusted by my followers, but it has turned the opposite since people do not trust me and at the same time, they believe that I do not communicate effectively. Also, my rating for diligent was lower than the other raters which indicate that I am more industrious than I thought. I will apply the characteristics of the trait approach in my leadership style by determining features that are beneficial to the organization and areas that require more training to enable effective performance. I will work more on communication and trust areas to ensure that my followers are comfortable with my leadership. Traits that I have been born with such as determination, self-confident and persistent would help me to be a valid header since they are part of the core behaviors that describes a successful leader.