TOPIC: Personality, Leadership and its role in Community:

Personality:

Definition:

"The combination of characteristics or qualities that from an individual's distinctive character."

"A celebrity or famous person"

Personality, a characteristics way of thinking, feeling and behaving. Personality embrace moods, attitude and opinion and it most clearly expressed in interaction with other people. It includes behavioral characteristics, both inherent and acquired, that distinguished one person from another and that can be observed in people's relation to the environment and to the social group.

The term personality has been define in many ways, but as a psychological concept two main meaning have evolved.

- The first pertains to the consistent different that exist between people: in this sense, the study of personality focuses on classifying and explaining relatively stable human psychology characteristics.
- The second meaning emphasizes those qualities that make all people alike and that distinguished.

Characteristics of personality:

- Personality is something which is unique in each individuals
- Personality refers particularly to the persistent qualities of an individual.
- Personality is greatly influence by social interaction.
- Consistency
- Multiple expression

Leadership:

Definition:

"The action of leading a group of people or an organization"

"The state or position of being a leader."

Leadership is a process by which an executive can direct, guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation. Leadership is an ability of a manager to induce the subordinates to work with confidence and zeal.

Leadership is the potential to influence behavior of others. It is also define as the capacity to influence a group towards the realization of a goal. Leadership are required to develop future vision, and to motivation the organization member to want to achieve the vision.

Characteristics of Leadership:

1. It is an inter-personal process in which a manager is into influencing and guiding worker towards attainment of goals.
2. It donates a few qualities to be present in a person which includes intelligence, maturity and personality.
3. It is a group process. It involves two or more people interacting with each other.
4. A leader is involved on shaping and moulding the behavior of the group towards accomplishment of organization goals.
5. Leadership is situation bound. There is not best style of leadership.

Importance of Leadership:

- Initiating Action
- Providing Motivation
- Providing guidance
- Creating confidence
- Building work environment
- Co-ordination
- Creating Successors
- Induce change

Personality and Leadership:

1. Mostly judge leaders based on some pre-existing classification lying inside their mind, making their analysis about the leader very pertinent. The implicit leadership theory is best explained through the following eight dimensions that were identified by Offermann:

a) Sensitivity
b) Dedication
c) Charisma
d) Attractiveness
e) Intelligence
f) Strength
g) Tyranny
h) Masculinity

This programmed and automatic categorization process are frequently utilize by others as a foundation from where social interaction originate

2. The big five model of leadership is increasingly employed to assess features of personality among individuals, as they significantly explain the major features of personality. The scales used to capture the Big Five personality dimensions are having adequate reliability and validity irrespective of diverse cultures. The five factors are:

1. Extraversion
2. Emotional stability
3. Conscientiousness
4. Agreeableness
5. Openness to experience

> Extroverted individuals would be describe as sociable, lively, self-assured, talkative, and happy.
> A conscientious individual is expected to be reliable, well-behaved and high degree of readiness.
> Agreeable individuals are mostly having high probability to work on a collaborative basis and are supportive and adaptable.
> People with high degree of openness to experience are generally imaginative, inquisitives, creative, open to new ideas and thoughts.

- Individuals with less emotional stability are known to be neurotic who are incapable to be adaptive, self-obsessed worried, upset, irritated, uncomfortable and anxious.

Role of leadership in the Community:

What is community?

Community is the combination of two Latin words i.e. 'cam' means together and 'munis' means serve i.e. serve together is called community.

"A group of people live in the same place or having a particular characteristics in common"

"The condition of sharing or having certain attitude and interest in common"

Role of leadership in Community:

Community leaders take responsibility for the well-being and improvement of their communities. Are you a community leader? Are you interesting in becoming one?

A leadership has some roles in the community:

- Wants to improve your community
- Has something to contribute
- Doesn't wait around someone else to get the job done

Community leaders are self-appointed. Even people who run for office first make a decision that they want to be a leader. The leader as much responsibility of community.

Organizational leadership:

Leadership is relatively new field in a word where other discipline have been around four hundred, sometimes thousands of years. Historical, leadership has been important in leading groups to war, conquering and developing dynasties and founding new countries. Due to the competitiveness and limited resources within today's society, leadership

continue to be a highly valued commodity. This applied to both organizations and communities alike.

Leadership has been conceived as the focus of group processes, as a matter of personality, as a matter of inducing compliance, as the exercise of influence, as particular behaviors, as a form of persuasion, as a differentiate role, as initiation of structure.

Community Leadership: While leadership across any domain shares a few similarities, community leadership is distinctive, because leadership within the community domain operate under a different structure or purpose than organization or specific individuals

- What makes community leadership distinctive is that community leader cannot rely on solely on power and formal authority to get this done.
- Leader in the community rely on network and influence and specific the relationship developed through extensive interaction within the community.
- Leadership as an action enacted by individuals who make specific and distinctive contribution to community action.

Some few others role of leadership in community is:

- of groups in the population
- Representation Degree to which the leadership group is in-grown
- Relationship to the general population
- Relationship among leaders
- Inclusive of working towards some objective goals
- To see one another as allies and collaborative with a mutual purpose is important to effective community.
- The behaviors that direct credibility to this attitude and established trust in the relationship are just as important role of leadership in developing the community.
- By developing credibility and trust, creating a common purpose or vision within the community will be accomplished much more smoothly.

- Activities and association are less oriented toward the pursuit of individual interest, and aimed more toward the general needs and concern of the community.

Generalized/ specific leadership with communities:

> ➢ When assessing leadership within community, roles are judge according to how they contribute to the community field. According to Israel and Beaulieu(1990), there are few roles of leadership in the community, these are:
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> 1. The degree to which the individual is involved in various phase of a local action
> 2. The span of the person's participation in local actions that address distinct areas of interest
> 3. The extent to which the individuals is involved in action that include a common set of actor who have a broad perspective on the concerns of the community

These factors offer a basic for identifying a hierarchy of leadership roles performed by individuals as part of community action. At one end of the continuum, individuals execute very specialized community leaders and tend to carry out task-oriented leadership functions.

- The leader provide coordination and continuity to the community field through extensive involvement in many phase of activities found in different social field.
- These generalized leaders often perform structure-oriented leadership roles that inevitability contributes to the emergencies of the community field.
- Both generalized and specialized leaders are necessary within communities in order to maintain community structure and perform collective action.
- Community leadership aid the development of grassroots innovations, which operate in niches and required nurturing.
- Community leadership benefits from being embedded into social network making, shared vision and decision making.
- Community leaders also assist niche building by working closely with intermediary actor.

- The community leader handle many issue in the community:
  - Youth development
  - Economic growth
  - Substance abuse
  - Crime
  - The environment
  - Health care
    The list goes on and on.
- The leadership arrange a city council open meeting in the community, in which a citizens speaks up, their words reveal the key issues regarding a local problem; the resulting discussion leads to a workable solution.
- A group of leadership in a community creates an anti-drug initiative in the community.
- A task force to provide services for homeless people in the community.
- Improving people's quality of life, especially those from marginalized and underserved communities in critical to achieving social improvement and sustainable growth.
- Advance in present economies, the freedom to live and work in safe and healthy environment.
- The leadership in the community emergent property arising from specific kinds of relationship among community actors.