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The interaction between purpose, direction, and motivation create a variety of situations that require specific leader and follower behaviorsto accomplish the mission; therefore, the BE, KNOW, DO

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Leadership Framework can be applied to both leader and follower. The role of the leader and follower in a specific situation is seen in Figure 1.1.1.

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From here, we can see the Trait Leadership Theory tells us not only intelligence or skills account for a great leader, but the personal traits are also important indicators. This theory can help your leadership, as by understanding the traits of a great leader, you will be able to spot out any potential leader in your team.

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One researcher, Fred Kiel, uses the phrase “Keystone Leadership Skills” to include vision, strategy, executive team development and accountability as supporting the decision process (Kiel,

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2015). A leader must define and present a clear vision to move forward which requires participation at all levels of an organization.

The Psychology of Leadership

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Skills theory had grown from the flaws of the traits theory. The trait theory remained fixed on specific traits due to which it proved to be of no use when it came to developing leaders from the non-leaders.

This theory highlights five important skills

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that are important characteristics of leadership. They include – competencies, individual attributes, leadership outcomes, career experiences and environmental influences. Skills theory thus showed leadership is not meant only for the gifted.

Theories of leadership: Skills Theory



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