



Ready to Step into your Leadership Journey

Distinguishing features of future leaders whether current managers or working learners, is their belief system. “Whether you think you can or can’t, you’re right, noted by Henry Ford”.

Self-efficacy is the belief to endure the challenges ahead of us, accomplish a project successfully. Basically total belief in our ability to succeed.

It is understood through research and by most of the leadership experts out there that leadership development begins with a great level of self-awareness. As noted in Bandura, 1997 expanding your self-efficacy has proven effects on beliefs and behavior that are reinforced in a supportive environment.

Furthermore personality traits as a backdrop to self-efficacy are notable to identify, as they affect leader’s thoughts, motivations, perseverance, well-being, vulnerabilities and choices (Bandura & Locke, 2003). Self-efficacy is an established strong predictor of performance (Stajkovic & Luthans, 1998).

When one looks at the Big Five Traits (OCEAN) – Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism extraversion is the strongest positive predictor of a category of leader outcomes. Extraverts are generally more assertive, confident, have influencing and persuasion skills naturally inherent to their personality trait. Conscientiousness is also looked at as a positive predictor as here candidate leaders are more organized, proactive and responsible, leading to greater confidence in ability to lead.

The malleability of personality traits have an impact. Dweck, 2006 indicated that a growth mindset can be developed in learning to adjust perspective on how one can adapt and develop, versus a fixed mindset that accepts one cannot change and is the same person he/she will be in the future, including limitations and strengths. Furthermore (NLI, 2018) notes that at its core, growth mindset helps employees think and perform in new, untested ways. It champions experimentation, even if it leads to failure, because experimentation is how organizations have always arrived at innovation. Ultimately this is how your candidate leader will grow and develop into the next leader. Personality traits can change by taking on new challenges and new situations and providing your candidate leaders with stretch tasks.

Are you ready to gain a deeper understanding into yourself and step into your leadership journey?

Contact executive coach, Michelle Cronje today to set up a complimentary leadership accelerator session if you are up for the challenge and ready to position yourself as a Leader.

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