

# Authentic Leadership

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**Focus** - to determine if leadership is genuine and real

## Definitions

- Intrapersonal – the true side of the leader and what they believe in
- Interpersonal – leaders and followers collaborating
- Developmental – can be adapted by a leader especially through their life experiences

## Characteristics

- Know why they are leaders
- Strong values in knowing what is right
- Create relationships based upon trust with people
- Self-disciplined and follow their values
- Show passion about what they are doing

## Components

- Self-awareness – *being reflective and trusting what your actions*
- Internalized moral perspective – *self-control to do what you believe is right*
- Balanced processing – *ability to see all sides and gather information before rendering judgment*
- Relational transparency – *being open and true*

## Strengths/Potential

- Trait-like – *showing inherent strengths*
- State-like – *what can be learned by training*
- Measured Potential – *ability to track leadership potential*

## Criticisms

- Still a young field so many questions exist
- Ideas may not be developed and proven
- Moral component is not completely clear
- Positive psychological capacities still needs more clarification
- Positive organizational outcomes still needs more clarification

## Authentic Leadership Self-Assessment Questionnaire

- Comprised of 16 questions which are answered on a Likert Scale
- Questions are broken into four question sets for each of the components

## Sources

Northouse, P. G. (2013). *Leadership Theory and Practice*. Thousand Oaks, CA: SAGE Publications, Inc.