

TRANSFORMATIONAL LEADERSHIP

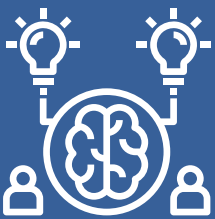
INDIVIDUALIZED CONSIDERATION



Treats followers as distinct individuals.

- Helps others develop strengths
- Considers each individual as having different needs, abilities, and aspirations
- Provides psychosocial support and career development
- *Outcomes: Followers are motivated, encouraged, and more willing to develop themselves and their skills*

INTELLECTUAL STIMULATION



Seeks differing perspectives with problem solving.

- Values intellect and encourages imagination
- Solicits information from team members
- Creates a "readiness" for changes in thinking that encourage divergent perspectives
- *Outcomes: Followers are empowered and willing to think*

INSPIRATIONAL MOTIVATION



Represents the energy, initiative, perseverance, and ability to envision the future.

- Presents an optimistic and attainable view of the future
- Thinks ahead to take advantage of unforeseen opportunities
- Demonstrates self-determination and commitment to reaching goals
- *Outcomes: Followers overcome resistance to change and are willing to excel*

IDEALIZED INFLUENCE



Is who others aspire to be.

- Celebrates followers' achievements
- Displays power, confidence, commitment, and dedication
- Creates a sense of joint mission and ownership
- *Outcomes: Followers have confidence in the organization/leader's vision and a willingness to trust the leader*