Leadership Assignment

[Name of the Writer]

[Name of the Institution]

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Leadership has always been an important topic and issue of concern among the psychological and management experts. Scholars have contributed many pieces of work on the topic, and still, a lot is being done on the aspect of leadership from different angles. Researchers are time and then working over the various phenomenon of leadership and different types of leadership so that the world can get better leaders both in terms of insight and experience. Same is their desire for the organizations. Organizations always need good leaders to grow and excel; that is why experts are always looking for positive links and with various intrinsic and extrinsic factors so that the organizations of every field can get much better and productive leaders, who can manage and handle large teams and responsibilities, along with motivating them so that it can prove beneficial for both the organization and the society. It all clearly boils down to creating the organization and the world a better, happy and healthy place to live.

One of the main concerns for the experts is to find the right kind of personality for leading roles. Experts have always been looking for the right type of personality traits, which can form a better leader. Thus, the relations between leadership and personality traits have been an important issue of concern for the scholars. Individuals having positive personality traits, turn out to be great leaders, while others, having a mix of negative personality traits, usually become bad leaders and devastate their reign as well their own image. One of the excellent pieces of research that have recently been published regarding this aspect is the article by Reinout E. de Vries titled as “Three Nightmare Traits in Leaders” (Vries, 2018).

The article "Three Nightmare Traits in Leaders" focuses on the dark side of leadership in connection to dark personality traits. The core personality traits that came under observation in this study were, leader disagreeableness, leader dishonesty and leader’s carelessness, and the scholar titled these negative traits as "Three Nightmare Traits" (TNT). The impact of these negative traits was further checked with traits like high extraversion and low emotionality, and it was found out that the results were highly disappointing. The researcher has made use of the Situation-Trait-Outcome Activation (STOA) model and TNT model to find out the reasons for the activation of these negative traits and explained that why leaders in an organization display such leadership qualities. The article focuses more on the organizational structures and strives to find an explanation that when and why these TNT traits could be strong or weak during six critical career phases, i.e., attraction, selection, socialization, production, promotion, and attrition.

In the Article, the author has focused individually on all the following aspect involved in the HR practices to show the adverse effects of TNT over them like attraction, selection, socialization, production, promotion, and attrition. All these form important pillars of the careers on an individual. Moreover, the author has focused on the overall world scenario using the help of real-life examples of political leaders from around the world. The researcher states “For instance, in a case study of political leadership in Lebanon, showed that Rafik Hariri could only rebuild Beirut with “effective corrupt leadership.” (Vries, 2018)

In a nutshell, the article is a significant advancement in the studies regarding the relationship of negative personality traits and leadership style, and it can pave the way for many further studies like inculcating a more comprehensive or different range of personality traits in the study or focusing on multiple leadership styles. Lastly, the article not only shed light on the negative aspects of TNT but also tries to explore some of the positive aspects or outcomes of these personality qualities.

**References**

Vries, R. E. (2018, June 04). Three Nightmare Traits in Leaders. *Frontiers in Psychology*.