Research

[Name of the Writer]

[Name of the Institution]

Research

**Charismatic leadership theory**

Charismatic leadership theory is centered on the component of Charisma, a Greek word, which means a divine gift or a favor. Hence, this leadership theory can be explained as the leadership which involves persuasiveness and charm of the leader, in order to inspire and trigger emotional responses in the followers and to direct them toward a shared goal (Shamir & Howell, 2018). This type of leadership does not involve just exciting or inspiring the followers, but it also makes the followers take actions and make efforts in the way of achieving a goal (Northouse, 2018). However, the inspiration of the leader in this particular leadership style is of much importance.

**Characteristics**

The main characteristics of charismatic leadership style are enlisted below.

**Traits**

Considering the traits of charismatic leaders and leadership style, the important traits consists of confidence, compassion, inspiration, positive body language, maturity, self-monitoring and self-improvement (Oreg & Berson, 2015). The leaders that portray this type of leadership showcase the trait of confidence and comfort for what they are. Moreover, the traits of charismatic leaders involve maturity in handling and dealing with the situations regarding their goals or followers. Compassion and inspiration are also regarded as one of the significant traits because charismatic leaders acknowledge the fact that, for achieving their goals and vision, the followers and their feelings are much important. Furthermore, charismatic leaders practice the trait of self-monitoring which makes them to be mindful of what they are doing (Oreg & Berson, 2015). Hence, it helps them to be on the right path as well as to admit and improve their mistakes that they might commit.

**Confidence and optimism**

Confidence and optimism in the Charismatic leaders is regarded as one of the major components of leadership and management style. A leader cannot be granted inspirational or charismatic if he does not attempt to show confidence in his skills, goals, and the attributes of his followers. (Sy, Horton & Riggio, 2018). One of the major characteristics of this particular leadership style is that it requires a lot of confidence and optimism, so that a goal and vision directed by the leader and followed by the followers, can be achieved. Furthermore, the role of these two skills is also of much importance to the leaders, as it helps them to inspire, persuade and direct their followers.

**Influence tactics**

Every leadership style tends to use a set of influential tactics, in order to achieve and meet the goal. Based on the distinct traits of every leadership style, the influential tactics may vary across all the styles. Hence, considering the influence tactics of the charismatic leadership theory and style, it attempts to use the charm, inspiration, aura, communication, positive body language and persuasive skills of the charismatic leader, in the way of influencing and persuading the follower or stakeholders (Oreg & Berson, 2015). Moreover, charismatic leaders use the motive arousal for the cause of making followers to be directed towards the goal as well as to share the value of the vision and task. Charismatic leadership also utilizes the tactic of confidence to influence the way of achieving a particular goal (Sy, Horton & Riggio, 2018). They also attempt to influence others by the clarity of their goals and vision, which helps them making others to be influenced, in terms of becoming a follower or support.

**References**

Northouse, P. G. (2018). *Leadership: Theory and practice*. Sage publications.

Oreg, S., & Berson, Y. (2015). Personality and charismatic leadership in context: The moderating role of situational stress. *Personnel Psychology*, *68*(1), 49-77.

Shamir, B., & Howell, J. M. (2018). Organizational and Contextual Influences on the Emergence and Effectiveness of Charismatic Leadership. In *Leadership Now: Reflections on the Legacy of Boas Shamir* (pp. 255-281). Emerald Publishing Limited.

Sy, T., Horton, C., & Riggio, R. (2018). Charismatic leadership: Eliciting and channeling follower emotions. *The Leadership Quarterly*, *29*(1), 58-69.