**Influences of Leadership Behavior**

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Leadership is integral in any organization because it leads to organizational development, enhances productivity, and facilitates the attainment of organizational goals. Leadership styles are significant as they enable leaders to employ different methods as well as processes to attain organizational objectives and meet employees’ needs. Transformational leadership is a philosophy that involves cooperation between organizational leaders and their teams in the identification of necessary changes and creation of vision that guides the change (Allen et al., 2016). It also involves inspiring, encouraging, and motivating employees to become innovative and bring change that will help in the growth of the organization. The purpose of this paper is to examine the influence of various leadership behaviors. Leadership behaviors enhance the ability of employees to do better by motivating and supporting them. For instance, the influence of transformational leadership is that it provides motivational inspiration to employees since it articulates a unified organizational vision that motivates employees to exceed the expectations of their performance(Saxena, 2014). Similarly, constructive leadership trait inspires trust, loyalty, and hard work, while a negative behavior demoralizes the subordinates. Moreover, supportive leadership involves behaviors that involve caring for the well-being and happiness of followers.

**Constructive leadershiptraits**

Constructive leadership involves behaving towards the needs of both subordinates and organizations. Constructive leaders motivate their followers to satisfy their growth needs. They also encourage them to manage their time effectively and work on challenging tasks. Constructive leaderscommunicateorganizational goals to employees and establish connections with them. They possess traits like empathy, compassion, positivity, and humility, which are necessary in establishing effective relationships with subordinates(Gottfredson&Aguinis, 2016). Constructive leaders are also creative and encourage their followers to foster creativity by being open to their ideas, listening to their suggestions, considering their ideas and developing them, and providing new challenges(Kelemen et al., 2020). Transformational leaders impact their organizations by influencing the attitudes as well as assumptions of employees and this establishes a shared mentality to achieve organizational goals. Transformational leaders use variousbehaviors to inspire their followers (Allen et al., 2016). The first behavior is charismatic leadership, whose roles include instilling optimism and pride, promoting commitment, focusing on others’ needs, and alignment around a common vision and high ethical and moral standards. The second trait is inspirational motivation, which focuses on articulating organizational purpose and demonstrating commitment to that purpose, and communicating expectations of the organization.

The third behavior is intellectual stimulation, where transformational leaders inspire their followers to become innovative, risk-takers, and creative(Dierendonck, Stam, Boersma, Windt&amp; Alkema, 2014). Individualized consideration is the fourth trait. Transformational leaders determine the need of each follower and establishan environment that will allow him or her to grow. Transformational leaders achieve individualized consideration through continuous feedback, coaching, providing them with new opportunities for growth and development, and mentoring (Allen et al., 2016). They also value diverse opinions and this ensures that followers take part in decision making. Another trait is that the leaders create a culture of trust because they promote organizational transparency and accessibility to information among team members. They know the importance of valuing employees and organizational culture rather than focusing on profits and company growth.

Another way that transformational leaders influence their followers is through individualized consideration, which involves supporting and encouraging them. For example, the leader may send inspirational messages to employees and this may activate their needs and they may satisfy them, leading to increased motivation at work (Saxena, 2014).They also create awareness about the importance of organizational goals and objectives and enlighten them on how to attain these goals and objectives. The leaders use participatory decision-making process to empower their employees and increase their commitment to organizational goals and this also motivates them(Dierendonck, Stam, Boersma, Windt&amp; Alkema, 2014). The significance of empowerment is that it establishes a sense of responsibility and control towards employees’ work. Thus, individualized consideration, charismatic leadership, andinspirational motivation are some of the traits that constructive leadership and transformational leadership use to influence their followers in organizations and enhance organizational performance.

**Transformational leadership andgoals**

According to the articles, transformational leaders use a unified vision to motivate their employees toexceed their expectationsmotivation (Anthony, 2017). Transformational leaders have the ability to examine existing situations of their organizations and establish a vision that will lead to organizational growth and improvement. They use their influence as well as passion to communicate the unified vision of the organization to ensure that all members are working towards the same thing. A unified vision motivates employees to work towards the expectations of their organizations since they view the entire experience as an enjoyable and purposeful adventure(Kelemen et al., 2020). They also commit themselves to the common vision and this communicates organizational expectations clearly.Transformational leaders are inspirational, enthusiastic, motivational, and optimistic (Allen et al., 2016).The importance of motivational inspiration is that it aligns shared vision with moral standards that allows employees to work harder. Moreover, transformational leadership focuses on group needs and values instead ofindividual needs and values (Saxena, 2014). Transformational leaders motivate their employees to exceed their expectations for the sake of the whole organization. They use praises and rewards to inspire employees to work harder and achieve organizational goals. They also create awareness about the importance of given goals andencourage employees to focus on the organizational needs rather than their self-interests. Transformational leaders are able to motivate their followers to work towards a shared goal and exceed their expectations because of their excellent charisma. They are capable of instilling their followers with the desire to imitate them, hence, they serve as role models.

Transformational leaders create appealing organizational goals and express their confidence in employees’ abilities to achieve them and this motivates them to exceed their expectations. The leaders also encourage group goals and foster cooperation within teams. Intellectual stimulation in transformational leadership enables employees to analyze their way of working critically (Saxena, 2014). The importance of setting organizational goals is that it assist in predicting, explicating, and affecting the performance of employees. Transformational leaders use goal importance to enable employees attain the set objectives. Goal importance deals with assigning significance to a given goal. It is integral in ensuring that employees commit themselves to theset goals by aligning their actions and feelings. Consequently, employees work harder and spend more time working on things that may challenge their goal pursuit(Anthony, 2017). Transformational leaders ensure goal attainability using different means(Dierendonck, Stam, Boersma, Windt&amp; Alkema, 2014). For instance, they encourage professional and personal development among their followers and inspire them to grow and become independent and empowered. Moreover, they employ various leadership behaviors, such as delegation of responsibilities, provision of necessary resources, andempowerment of employees to make appropriate decisions. They also encourage employees to think critically because empowered individuals are more likely to perform exceptionally and can initiate and regulate their actions. Practicing transformational leadership enables employees to see and discover new methods of doing their assigned jobs.

**Supportive leadership**

 Supportive leaders are empathetic and approachable. They demonstrate concern for their followers and treat them with respect and dignity, and this enables employees to feel that their leaders care and value them. In this leadership philosophy, leaders support their followers until they complete specific tasks rather than just delegating tasks and receiving results. Transformational leaders are enthusiastic, passionate, and energetic. They do not focus on the process only but also on assisting all team members to succeed. They support employees to develop self-regulation skills, which, in turn, enables them to attain organizational goals. Self-regulation refers to a process in which employees are able to guide their self-directed activities (Saxena, 2014). Self-regulation is critical in transformational leadership because it allows employees to follow their self-concepts, which helps them to internalize organizational goals and view them as highly self-consistent, therefore, they will become more goal-oriented and engage in actions that reflect their personal values. Hence, transformational leadership is integral in turning the goals of an organization into employees’ personal goals. Transformational leaders boost employees’ satisfaction through their followers’ perceptions of transformational leadership (Allen et al., 2016). They enhance the expectations of their followers and recognize their efforts. Behaviors of transformational leadership like individual attention and motivation boost employees’ satisfaction.

Transformational leaders also practice other behaviors, such as the participative decision-making style, which provides followers a sense of involvement, hence, employees become more committed to their work and attain higher satisfaction. Satisfaction also takes place when transformational leaders value their employees through behaviors like individual inspiration and consideration. These leaders not only consider individual needs, but also the needs of teams using motivation and inspiration. They may communicate common goals, for example, and encourage their employees to work as a team to attain those goals(Dierendonck, Stam, Boersma, Windt&amp; Alkema, 2014). One of the benefits of working as a team is that it reduces interpersonal conflicts and this leads to individual’s satisfaction and strengthens the entire team. Transformational leadership is crucial for employees in very dynamic environments because it strengthens commitment and satisfaction in the organization (Allen et al., 2016). It is also an effective style in high-stress environments, such as healthcare industries because transformational leaders can create self-control as well as competence among their followers. Most nursesprefer transformational leaders because they can address their individual needs (Saxena, 2014). They can also reduce the rate of turnover that may result from low satisfaction in the medical field.

**Conclusion**

To conclude, different leadership styles, including constructive, supportive, and transformationalinfluence organizations. Increased satisfaction and motivation among employees improves organizational performance and enhances customer service. Behaviors like individualized consideration, intellectual stimulation, motivation, and rewarding and praising employees result in increased satisfaction and motivation in workplaces. Additionally, leaders can increase employees’ motivation and satisfaction with their work by boosting behaviors that can influence confidence, trust, and towards the goals of the organization (Saxena, 2014). Traits of transformative and constructive leaders allow them to consider and share their feelings, thoughts, as well as emotions with their followers(Gottfredson&Aguinis, 2016). Furthermore, the importance of supportive leadership is that it encourages employees to improve their capabilities and enhance their performance. Constructive, supportive, and transformational leaders can also influence their organizations through compelling visions, being optimistic, expressing their confidence in employees, and emphasizing the importance of team work. Such traits increase employees’ motivation to work harder, exceed their expectations, and achieve the goals of their organizations(Dierendonck, Stam, Boersma, Windt&amp; Alkema, 2014). They will enhance their commitment to the organization. Thus, leadership styles have significant impacts of organizations.

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