

Case Study: Personalities and Military Leadership Styles

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2022

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Leadership Styles

- Literature Review
- Question: Does personality have an effect on leadership preference?
- True Colors™
- Situational, Transactional, Transformational
- Questionnaire
- Results

True Colors

Spontaneous,
Competitive, Impulsive

Loyal, Rules, Responsible,
Organized

Sensitive, Seeks harmony
in groups,
Relationships

Logical, Focused, Efficient,
Analytical

Leadership Styles

- Situational Leadership
 - Short-term goals - Subordinates maturity level - Flexible
- Transactional Leadership
 - Rewards - Accountability - Focused on goals
- Transformational Leadership
 - Inspires - Mentors - Focused on vision



Questionnaire

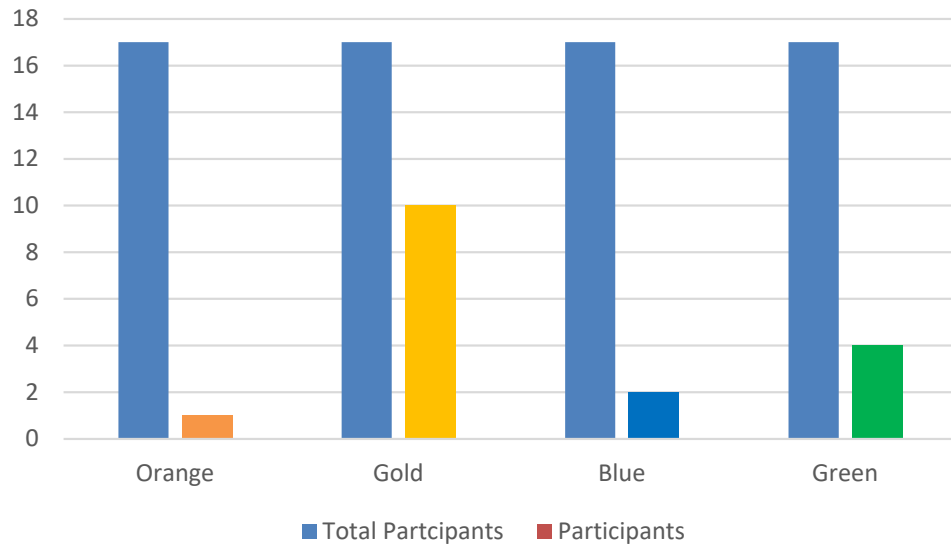
Scale: 1=Rarely 2=Sometimes 3=Often 4=Almost Always

- I ensure members receive recognition/rewards when they complete goals. 1 2 3 4
- I manage subordinates by setting standards that are mutually agreed upon. 1 2 3 4
- I hold members accountable and correct poor performance. 1 2 3 4
- I consistently provide feedback and coach my team members, so they know how they are performing. 1 2 3 4
- I help others with their personal and professional development. 1 2 3 4
- I encourage innovation and creativity at the workplace. 1 2 3 4
- I can adapt to many different situations. 1 2 3 4
- I am satisfied if things are going smoothly. 1 2 3 4
- I let members work in the manner they want. 1 2 3 4

True Colors Scoring: Orange= Gold= Blue= Green=

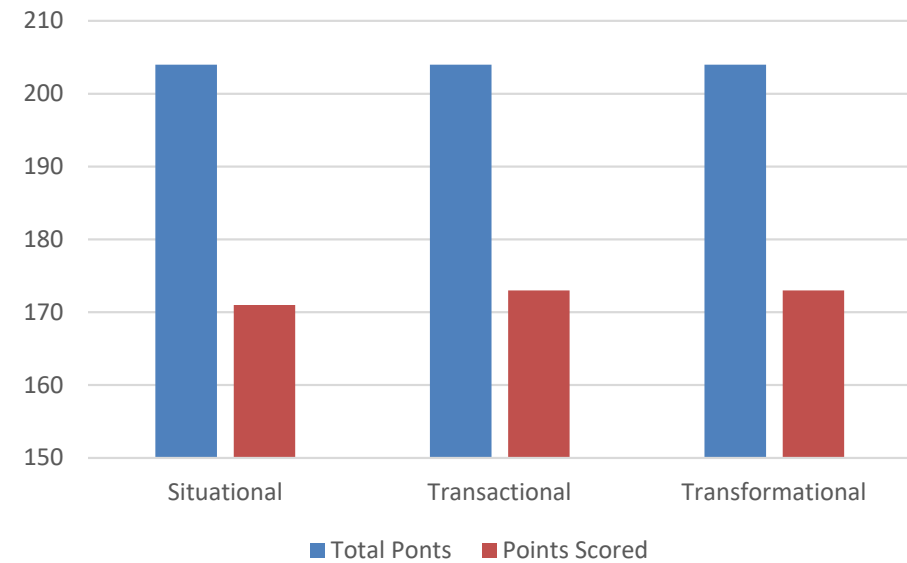
Results

Personalities



- 17 Surveys
 - 1 Orange
 - 10 Gold
 - 2 Blue
 - 4 Green

Leadership Style



- 9 Questions, 12 Point Value
 - Situational = 171
 - Transactional = 173
 - Transformational = 173

Questions?

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