

AUTHENTIC LEADERSHIP

We have all worked with many different leaders and experienced a variety of leadership approaches. The big question is whether any of them have been authentic leadership.

Authentic leadership can be developed by working on certain key traits. Authentic leadership is achieved when an individual combines two different qualities. The first is a deep level of understanding of their own internal emotional and psychological state or an awareness of the values, beliefs, and priorities. The second is a commitment to behave in ways consistent with these values, beliefs, and priorities.

This is self-monitoring and self-consistency which is critical to authentic leadership. It requires you to make it a personal priority to take time to reflect on your behaviour and assess whether that behaviour is in line with your values and ideals. Godino says “Only when a mechanism for self-monitoring exists is it possible to embody a commitment to self-consistency”

The result is a leader who is able to inspire trust and project an image of “what you see is what you get” However, being a truly authentic leader takes more than just self-awareness and self-consistency. What makes a leader truly authentic are these additional three traits:

- ✓ Optimism
- ✓ Resiliency
- ✓ Transparency

OPTIMISM

Cambridge dictionary defines it as “the quality of being full of and emphasising the good parts of a situation or a belief that something good will happen.” The role of leaders is often to decide what goal a team or organisation will pursue from among a variety of options. Because managers of organizations do not normally plan to fail, they generally pursue goals that they believe they can attain. Determining what goals to pursue requires that a leader has a realistic understanding of the capability of the organization and its employees. It also requires a higher degree of faith, a belief that through hard work and careful planning things will work out.

This quality is at the heart of optimism, and it is essential for a leader to project such optimism because without it there's not much chance that people in the organization will feel