



# MDAG

MULTISCIPLINARY APPROACHES  
WITH GEOGRAPHY



Başvuru 05.05.2024 Received | Kabul 22.06.2024 Accepted  
E-ISSN: 2980-1141 | <https://www.mdag.com.tr>  
Cilt 2, Sayı 2 (2024), ss. 73-81  
Doi., <https://doi.org/10.29329/mdag.2024.670.1>

## Atf Bilgisi / Reference Information

Salimovich Meroj, S., (2024). The Effects of Leadership Skills on Personality Development in Geographic and Social Context. *Multidisipliner Yaklaşımlarla Coğrafya Dergisi*, 2(2), 73-81, 10.29329/mdag.2024.670.1

## The Effects of Leadership Skills on Personality Development in Geographic and Social Context

Liderlik Yetilerinin Coğrafi ve Sosyal Bağlamda Kişilik Gelişimine Etkileri

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### ÖZET

Liderlik yetileri, kişilik gelişiminde ve sosyal ilişkilerin tanımlanmasında önemli bir rol oynar. Bu çalışma, liderlik yetilerinin kişilik oluşumundaki sosyo-psikolojik önemini ve bunların kişilerarası ilişkiler ve sosyal yapılar üzerindeki etkilerini derinlemesine araştırmaktadır. Liderlik, bireyin kendine güven, sosyal yeterlilik ve duygusal denge gibi kişisel özelliklerinin yanı sıra, çevresel ve durumsal faktörlerle şekillenir. Bu bağlamda, liderlik becerilerinin gelişimi ve uygulanması, bireyin kendilik algısını ve sosyal etkileşimlerini büyük ölçüde etkiler. Çalışma, liderlik teorilerini, özellikle de özellik teorileri, durumsal teoriler ve dönüşümcü liderlik yaklaşımlarını ele alarak, liderlik özelliklerinin farklı yönlerini vurgulamaktadır. Özellik teorisi, başarılı liderlerde sıkça rastlanan kendine güven, sosyal yeterlilik ve duygusal istikrar gibi özellikleri tanımlarken, durumsal teoriler, liderin esneklik ve uyum yeteneğinin bağlam ve koşullara göre önemini vurgular. Dönüşümcü liderlik ise, takipçileri daha yüksek hedeflere ulaşmaları ve kişisel gelişim sağlamaları için motive eden ve ilham veren liderlerin rolüne odaklanır. Liderlik yetilerinin kişilik gelişimindeki rolü, bireyin kendini farkındalığı, iletişim becerileri, empati ve stratejik düşünme gibi çeşitli mekanizmalar aracılığıyla gerçekleşir. Liderler, dürüstlük, güvenilirlik ve adalet gibi değerleri sergileyerek, takım içinde güven ortamı yaratır ve kişilerarası ilişkileri güçlendirir. Ayrıca, liderlerin motivasyon ve ilham verme yetenekleri, grup dinamiklerini ve genel verimliliği artırarak, olumlu bir atmosfer yaratır.

**Anahtar Kelimeler:** Liderlik Gelişimi, Sosyal İlişkiler, Kişilik Oluşumu.

### ABSTRACT

Leadership skills play a crucial role in personality development and in defining social relationships. This study delves into the socio-psychological importance of leadership skills in personality formation and their impacts on interpersonal relationships and social structures. Leadership is shaped by personal characteristics such as self-confidence, social competence, and emotional stability, as well as by environmental and situational factors. In this context, the development and application of leadership skills significantly affect an individual's self-concept and social interactions. The study examines leadership theories, particularly trait theories, situational theories, and transformational leadership approaches, highlighting different aspects of leadership characteristics. Trait theory identifies qualities commonly found in successful leaders, such as self-confidence, social competence, and emotional stability, while situational theories emphasize the importance of a leader's adaptability to context and circumstances. Transformational leadership focuses on the role of leaders who motivate and inspire their followers to achieve higher goals and personal growth. The role of leadership skills in personality development occurs through various mechanisms such as self-awareness, communication skills, empathy, and strategic thinking. Leaders who demonstrate values such as honesty, trustworthiness, and fairness create an environment of trust within the team and strengthen interpersonal relationships. Additionally, leaders' ability to motivate and inspire enhances group dynamics and overall efficiency, fostering a positive atmosphere.

**Keywords:** Leadership Development, Social Relationship, Personality Formation.



## Introduction

Leadership is one of the most studied phenomena in social psychology. This is because leadership ability has a significant impact on personality development and social relationships. Leadership includes a set of qualities and skills that enable a person to effectively lead a group and motivate and guide others. This article examines the role of leadership skills in the formation of a person, as well as their socio-psychological significance. Leadership is often viewed as a combination of innate qualities and learned abilities. Contemporary leadership theories such as trait theories, situational theories, and transformational leadership emphasize different aspects of leadership characteristics. For example, trait theory identifies qualities such as self-confidence, social competence, and emotional stability that are often found in successful leaders. Situational theories emphasize the importance of a leader's adaptability and adaptability to context and circumstances. Leadership skills help to develop different aspects of the personality. The role of leaders is not limited to interpersonal relationships; they also play an important role in shaping and changing social structures. Leaders can influence social inclusion, promote social change and exert political influence. Their ability to mobilize and inspire groups of people can bring about significant change in society and politics. Personal development of the leader is carried out through the following mechanisms:

- ✓ Self-awareness and self-esteem. Leaders usually have a high level of self-awareness and self-confidence. They often engage in self-reflection, which helps them better understand their strengths and weaknesses.
- ✓ Communication skills. Leaders have strong communication skills, including the ability to listen actively, express themselves clearly, and communicate information effectively.
- ✓ Empathy and social sensitivity. Successful leaders demonstrate a high level of empathy and are able to understand the feelings and needs of others. This helps them build strong interpersonal relationships and create a supportive social environment.
- ✓ Strategic thinking and decision making. Leaders often have the ability to think strategically and make effective decisions, which contributes to their success in various fields.

Leadership skills play a key role in establishing and maintaining interpersonal relationships. Leaders who demonstrate honesty, trustworthiness and fairness contribute to creating a trusting environment in the team. It strengthens interpersonal relationships and increases mutual respect. Leaders who can motivate and inspire their followers contribute to the improvement of group dynamics and overall effectiveness. They create a positive atmosphere in which each member of the group feels important and important. Leaders have conflict resolution skills and are able to successfully resolve interpersonal disagreements, which helps maintain harmony in the group and prevents tensions from escalating. Leadership Skills and Social Structures The role of leaders in society extends beyond interpersonal relationships to broader social structures. Leaders promote social inclusion by creating conditions for cooperation and mutual support in society. They help unite different groups and help create unity. In social change, leaders often act as agents of social change, initiating reforms and innovations, and their ability to inspire and mobilize the masses plays a key role in changing social structures and institutions. In the process of political influence, leaders occupy important positions in political structures and influence decision-making at various levels. Their leadership skills serve to implement effective management and political programs.

Leadership skills have important socio-psychological importance in the formation of personality and establishment of interpersonal relations. They also play an important role in shaping and changing social structures. Development of leadership skills is an important task of educational institutions and organizations that help to create effective and harmonious teams. Future research could focus on examining specific methods and programs aimed at developing leadership skills and



evaluating their effectiveness in different contexts.

Leadership is one of the most studied and complex topics in psychology, management and sociology. There are many theoretical approaches to leadership, each offering a unique perspective on the nature and dynamics of leadership processes. Trait theory was one of the first attempts to systematically study leadership. Its roots go back to the early 20th century. The main idea of this theory is that leaders have certain innate personality traits that distinguish them from other people. These traits usually include self-confidence, intelligence, energy, determination, and communication skills. Trait theory has been criticized for focusing too much on innate characteristics and neglecting the influence of external factors. Many researchers argue that leadership skills can be developed and changed through experience and training. In the middle of the 20th century, researchers began to turn their attention from the personal characteristics of leaders to their behavior. Behavioral theories argue that leadership is not determined by innate qualities, but by specific actions and behavioral styles. One of the most popular approaches is the leadership theory developed at the University of Ohio and the University of Michigan, which identifies two main types of behavior: task-oriented and people-oriented. Research has shown that established leaders often combine both types of behavior, adapting to the specific situations and needs of their teams. This approach helped to develop new methods of training and evaluation of leadership qualities.

Situational and contextual theories, situational leadership theories emphasize that there is no single universal leadership style that has been formed in all situations. Classic examples of situational theories include the Fiedler model and the Hersey-Blanchard model. Fred Fiedler proposed his model, according to which leadership effectiveness depends on the fit between the leader's style and the specifics of the situation. The leadership style is defined as task-oriented or relationship-oriented, and the situation is evaluated according to three criteria: leader-member relationship, task structure, and positional power of the leader. The Hersey-Blanchard model, known as situational leadership theory, states that leaders should adapt their style to the readiness and maturity level of their followers. He identifies four leadership styles: coaching, sponsoring, supporting, and delegating. Transformational leadership focuses on the leader's ability to inspire and motivate followers to achieve higher goals and personal growth. James McGregor Burns and Bernard Buss, key researchers in the field, define transformational leaders as those who motivate their followers to improve and innovate. The key components of transformational leadership include idealized influence, inspirational motivation, intellectual stimulation, and individual attention. Unlike transformational leadership, transactional leadership is based on exchanges and agreements between leaders and followers. Transactional leaders set clear goals and rewards for achieving them, as well as penalties for non-fulfillment. This leadership style is effective in a stable environment where clear tasks are required.

At the same time, charismatic leadership is based on the idea that followers can be deeply influenced by personal charisma, inspiration, and confidence. Max Weber first proposed the concept of charismatic leadership, describing it as leadership based on the individual qualities of the leader. Max Weber's research shows that charismatic leaders are able to capture and inspire their followers through their strong vision, emotional appeal, and personal example. However, this style of leadership also involves the dangers of excessive dependence of followers on the leader and the possibility of manipulation.

If we consider the examples of application of theoretical approaches in agriculture. Steve Jobs is a shining example of a transformational and charismatic leader. His vision and innovative approach to product development have inspired employees and consumers, leading to great success for the company. Jobs used charismatic leadership to motivate his team and create a culture focused on innovation and excellence. Former CEO of General Electric, Jack Welch, demonstrated transactional leadership by emphasizing clear goals, performance rewards, and strict discipline. His management style has led to significant improvements in the company's productivity and profitability. Also, we can



say Martin Luther King as an example of this transformational and charismatic leader . His ability to inspire and motivate millions through his powerful speeches and personal example played a key role in the civil rights movement in the United States. Winston Churchill, who was Prime Minister of Great Britain during World War II, practiced situational leadership by adapting his leadership style to the changing conditions of war. His ability to inspire the people in difficult times and make strategic decisions played an important role in the victory of the Allies. Various theoretical approaches to leadership, specific perspectives and methods for understanding and developing leadership characteristics were offered. Trait theory, behavioral theories, situational and contextual theories, transformational, transactional and charismatic leadership concepts provide rich tools and models for analyzing and applying leadership in different contexts. Understanding these theories and integrating them into practice will help you manage and manage organizations and teams more effectively.

Leadership ability and self-esteem are closely related because self-esteem affects a person's ability to be an effective leader, and successful leadership, in turn, It can increase self-esteem. We now consider how leadership skills contribute to the development and strengthening of self-esteem, and how self-esteem influences the manifestation of leadership qualities. Leadership skills are often associated with high self-confidence. Self-confident leaders are able to make decisions, take risks, and persevere in achieving their goals . Possessing leadership skills such as the ability to inspire and motivate others can help develop self-confidence. The concept of self-efficacy, introduced by Albert Bandura, reflects a person's belief in his ability to overcome certain tasks. Leaders with high self-efficacy believe in their ability to influence events and outcomes. Successful performance of leadership tasks enhances self-efficacy and thus self-esteem. Leaders often receive positive feedback from followers and peers. Being recognized and respected for their leadership achievements builds positive self-esteem. Public recognition and rewards for leadership achievements also play an important role in enhancing self-esteem. Leadership often involves overcoming difficult situations and challenges . Successfully solving problems and achieving goals helps to strengthen the leader's self-esteem. Each new challenge and overcoming it increases confidence in your strength and abilities. We will now consider the opposite theories to the properties presented. Positive feedback plays an important role in the formation of a leader's self-esteem. When a leader receives recognition and approval for his efforts and achievements, it increases his confidence in his abilities. Positive feedback can take the form of verbal praise, rewards, promotions, and recognition from peers and subordinates. Constructive criticism is also important for developing leadership skills and self-esteem. Feedback that identifies areas for improvement helps leaders grow and develop. The ability to accept criticism and use it for personal growth is a sign of a mature and confident leader. These theories are closely related to each other. The impact of leadership skills on interpersonal relationships Leaders with leadership skills develop trust and respect in their teams. They communicate honestly and transparently, care about their followers, and demonstrate fairness in decision-making. Trust and respect, in turn, strengthen interpersonal relationships and promote successful cooperation. Leaders who know how to manage their emotions and the emotional state of their followers create a positive emotional environment in the team. They maintain team morale, help overcome challenges and create a positive work environment. A positive emotional environment increases productivity and job satisfaction. Leaders with high self-esteem have high levels of self-awareness. They understand their strengths and weaknesses, which enables them to use their resources effectively and work to improve their weaknesses. Self-awareness helps leaders make informed decisions and develop effective strategies. A high level of self-esteem increases confidence in decision-making. Leaders who believe in their abilities are willing to take responsibility for their actions and are not afraid to take risks. Confidence in decision-making helps leaders effectively manage teams and achieve their goals. Leaders with high self-esteem are more resilient to stress. They have developed an immunity capable of overcoming difficulties and keeping calm in stressful situations . Resilience enables leaders to think clearly and solve problems effectively. A



leader's self-esteem directly affects team motivation. Leaders with high self-esteem create an environment of trust and support, motivating the team, which in turn helps to increase productivity and achieve high results.

Now emerging leaders can regularly self-reflect, analyze their actions, and identify successful strategies and areas for improvement. Keeping a journal and regularly reflecting on your successes and mistakes can help you develop self-confidence. Setting clear and achievable goals helps leaders track their progress and build confidence in their abilities. Achieving your goals helps build positive self-esteem and self-efficacy. Participation in trainings, seminars and educational programs helps to develop leadership skills and build self-confidence. A commitment to continuous learning and self-development helps leaders prepare for new challenges and deal effectively with them.

Management of emotions also plays a key role in the socio-psychological importance of leadership skills in personality formation . Emotional Intelligence: Developing emotional intelligence helps leaders better understand their own emotions and the emotions of others. The ability to manage emotions and use them to achieve goals helps foster effective leadership and interpersonal relationships. Mindfulness practices: Mindfulness practices such as meditation and yoga can help leaders reduce stress and maintain emotional balance. Mindfulness helps develop self-regulation and improves interpersonal relationships. Active listening: Active listening enables leaders to better understand the needs and expectations of their followers. The ability to listen and show empathy helps to create a trusting environment and strengthen the team. Honesty and Transparency: Leaders who behave honestly and transparently gain the trust and respect of their followers. Open and honest communication builds trust and improves teamwork. Fairness: Fairness in decision-making and resource allocation builds trust in the leader. Leaders who make fair and informed decisions earn the respect and recognition of their followers. Caring for the team's well-being: Leaders who care about the well-being of their followers create a positive team atmosphere and build trust. Providing care and support increases motivation and job satisfaction. Leadership skills and self-esteem are closely related and influence each other. Self-confidence, self-efficacy, and positive feedback help develop leadership skills and boost self-esteem. In turn, high self-esteem promotes the manifestation of leadership skills such as confidence in decision-making, stress tolerance and team motivation. Practical guidance on developing self-esteem and leadership skills such as self-reflection, managing emotions, and building confidence can help people become effective and successful leaders.

Empirical leadership research plays an important role in understanding what leadership skills and strategies are truly effective in different contexts and organizations. Based on these studies, recommendations for the development of leaders and management practices are developed. Let's review some key aspects of empirical leadership research. There are 4 types of empirical leadership research. These are: correlational studies, longitudinal studies, experimental studies and qualitative studies. Correlational research seeks to identify relationships between various leadership characteristics and organizational performance, such as productivity, employee satisfaction, and financial performance. For example, research may show that leaders with high levels of emotional intelligence are more likely to create high-performing teams. Longitudinal studies cover a long period of time and track changes in leadership practices and their effectiveness. Such research helps identify long-term trends in leadership development and organizational performance. Experimental research is used to test hypotheses and determine cause-and-effect relationships under controlled conditions. For example, studies can test the effectiveness of different leadership training methods using control and experimental groups. Qualitative research aims to gain an in-depth understanding of the contextual aspects of leadership, including leaders' personal and professional experiences, perceptions, and strategies.

A major focus of empirical leadership research on theories often examines how effectively research supports leadership characteristics. For example, extraversion, empathy, self-confidence, and



flexibility can be important factors for a leader's success. Researchers study leadership styles such as transformational, transactional, autocratic, and democratic. They determine which style is most effective in different situations and which management strategies can be most effective. Research also examines the influence of organizational culture, structure, and context on leadership effectiveness. Cultural characteristics, values, and norms can significantly influence how leaders are perceived and the strategies they employ. One of the central themes of the study is the study of the relationship between leadership and organizational performance. This includes analyzing the impact of leadership practices on productivity, innovation, customer and employee satisfaction, and the organization's financial performance. For example, research on transformational leadership and organizational effectiveness shows that leaders who use a transformational style support higher levels of motivation and inspiration in their subordinates, which leads to improved organizational performance. Empirical research on leadership plays a central role in understanding how leadership qualities, strategies, and practices contribute to the achievement of organizational goals, as evidenced by the examples and theories presented above. They require an evidence-based approach to developing management strategies and developing leadership that is important both to the academic community and to practical business and management.

### **Conclusion and Recommendations**

This study has deeply examined the effects of leadership skills on personality development and social relationships, revealing the interaction between leadership and personal characteristics such as self-confidence, social competence, and emotional stability, as well as environmental and situational factors. The findings indicate that the development of leadership skills significantly impacts an individual's self-concept and social interactions. The role of leadership skills in personality development occurs through various mechanisms such as self-awareness, communication skills, empathy, and strategic thinking. Leaders who demonstrate values such as honesty, trustworthiness, and fairness create an environment of trust within the team and strengthen interpersonal relationships. Additionally, leaders' ability to motivate and inspire enhances group dynamics and overall efficiency, fostering a positive atmosphere. Leadership theories, particularly trait theories, situational theories, and transformational leadership approaches, highlight different aspects of leadership characteristics. Trait theory identifies qualities commonly found in successful leaders, such as self-confidence, social competence, and emotional stability, while situational theories emphasize the importance of a leader's adaptability to context and circumstances. Transformational leadership focuses on the role of leaders who motivate and inspire their followers to achieve higher goals and personal growth. The effects of leadership skills on social structures are also significant. Leaders promote social inclusion by fostering conditions for cooperation and mutual support within society. They play an important role in social change processes by initiating reforms and innovations, thereby transforming social structures and institutions. In this context, leaders' abilities can trigger social and political changes.

Educational institutions should design special programs aimed at developing leadership skills. These programs should help students enhance leadership qualities such as self-confidence, communication skills, empathy, and strategic thinking. Leadership training programs should combine theoretical knowledge with practical experiences, providing students with opportunities to apply their leadership skills in real-life scenarios. Workplaces should implement training and mentoring programs that enable employees to develop their leadership abilities. Such programs help employees see themselves as leaders and prepare them for leadership roles. Organizations should consider not only the technical skills but also the social and emotional competencies of individuals appointed to leadership positions.



Leaders should regularly evaluate themselves and identify areas for development. The process of reviewing their performance and receiving feedback ensures the continuous improvement of leadership skills. Constructive criticism is essential for leaders to improve themselves and enhance their leadership abilities. Therefore, leaders should be open to feedback and use it for their personal growth. Developing empathy and social sensitivity helps leaders create strong and supportive social environments. Leadership training programs should include empathy training to help leaders understand the emotions and needs of others. Social sensitivity and empathy enable leaders to make more effective and fair decisions, and thus, these skills should be continuously developed. Leaders should receive regular training to develop their strategic thinking and effective decision-making skills. This helps leaders solve complex problems and achieve long-term goals. Strategic thinking training also enables leaders to adapt quickly and effectively to changing conditions. Leaders should play an active role in social and political change processes. They should be bold in initiating social reforms and innovations and have the capacity to positively impact society. Leaders' abilities to trigger social change have the potential to transform and develop social structures. Therefore, leaders should take their social responsibilities seriously and act accordingly. Leaders should continuously invest in their personal development and self-awareness. The processes of self-knowledge and self-improvement enable leaders to make more effective and conscious decisions. Self-awareness helps leaders recognize their strengths and weaknesses and act accordingly, leading to more balanced and effective leadership. Academic institutions and research organizations should conduct more research on the development and application of leadership skills. Such research will provide deeper insights into leadership theories and practices. The results of these studies will contribute to the improvement of leadership training programs and practices, making leaders more effective and successful.



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## GENİŞLETİLMİŞ ÖZET

Liderlik yetileri, kişilik gelişiminde ve sosyal ilişkilerin tanımlanmasında önemli bir rol oynar. Bu çalışma, liderlik yetilerinin kişilik oluşumundaki sosyo-psikolojik önemini ve bunların kişilerarası ilişkiler ve sosyal yapılar üzerindeki etkilerini derinlemesine incelemektedir. Liderlik, bireyin kendine güven, sosyal yeterlilik ve duygusal denge gibi kişisel özelliklerinin yanı sıra çevresel ve durumsal faktörlerden de etkilenir. Bu yetilerin geliştirilmesi ve uygulanması, bireyin kendilik algısını ve sosyal etkileşimlerini önemli ölçüde etkiler. Liderlik teorileri, özellikle de özellik teorisi, durumsal teoriler ve dönüşümcü liderlik yaklaşımları, liderlik özelliklerinin farklı yönlerini vurgular. Özellik teorisi, başarılı liderlerde sıkça rastlanan kendine güven, sosyal yeterlilik ve duygusal istikrar gibi özellikleri tanımlarken, durumsal teoriler, liderin esneklik ve uyum yeteneğinin bağlam ve koşullara göre önemini vurgular. Dönüşümcü liderlik ise takipçileri daha yüksek hedeflere ulaşmaları ve kişisel gelişim sağlamaları için motive eden ve ilham veren liderlerin rolüne odaklanır. Çalışma, liderlik yetilerinin öz farkındalık, iletişim becerileri, empati ve stratejik düşünme gibi çeşitli mekanizmalar aracılığıyla nasıl geliştiğini incelemektedir. Dürüstlük, güvenilirlik ve adalet gibi değerleri sergileyen liderler, takım içinde güven ortamı yaratarak kişilerarası ilişkileri güçlendirir. Ayrıca, liderlerin motivasyon ve ilham verme yetenekleri, grup dinamiklerini ve genel verimliliği artırarak olumlu bir atmosfer yaratır. Liderlik yetilerinin etkileri, kişilerarası ilişkilerin ötesine geçerek daha geniş sosyal yapılara kadar uzanır. Liderler, toplumda işbirliği ve karşılıklı destek koşullarını teşvik ederek sosyal dahil olmayı sağlar. Sosyal değişim süreçlerinde önemli bir rol oynayan liderler, reformlar ve yenilikler başlatarak toplumsal yapıları ve kurumları dönüştürürler. Bu bağlamda, liderlerin yetenekleri, önemli sosyal ve politik değişiklikleri tetikleyebilir. Liderlik yetilerinin geliştirilmesi, sadece bireyler için değil, aynı zamanda örgütler ve eğitim kurumları için de kritik öneme sahiptir. Bu kuruluşlar, bireylerin temel liderlik özelliklerini geliştirmelerine yardımcı olacak programlar tasarlamalı ve uygulamalıdır. Teorik bilgi ile pratik deneyimlerin birleşimi, öğrenciler ve çalışanlara liderlik yetilerini gerçek yaşam senaryolarında uygulama fırsatı sunabilir. Örgütler, liderlik pozisyonlarına atanacak kişilerin sadece teknik becerilerine değil, aynı zamanda sosyal ve duygusal yeterliliklerine de dikkat etmelidir. Düzenli öz değerlendirme ve geri bildirim süreçleri, liderlik yetilerinin sürekli gelişimini sağlar. Yapıcı eleştiri ve olumlu geri bildirim, liderlerin yeteneklerini iyileştirmelerine ve özgüvenlerini artırmalarına yardımcı olur. Empati ve sosyal duyarlılık, liderlerin güçlü ve destekleyici sosyal çevreler oluşturmalarına yardımcı olur. Empati eğitimi içeren eğitim programları, liderlerin başkalarının duygularını ve ihtiyaçlarını anlamalarına yardımcı olabilir, bu da daha etkili ve adil kararlar almalarını sağlar. Liderler, stratejik düşünme ve karar verme becerilerini geliştirmeye odaklanmalıdır. Bu alanlarda düzenli eğitim almak, liderlerin karmaşık problemleri çözmelerine ve uzun vadeli hedeflere ulaşmalarına yardımcı olurken, değişen koşullara hızlı ve etkili bir şekilde uyum sağlamalarını da sağlar. Liderler, sosyal ve politik değişim süreçlerinde aktif rol oynamalıdır. Sosyal reformlar ve yenilikler başlatma konusunda cesur olmalı ve toplum üzerinde olumlu bir etki yaratma kapasitesine sahip olmalıdır. Liderlerin sosyal değişimi tetikleme yetenekleri, sosyal yapıları dönüştürme ve geliştirme potansiyeline sahiptir, bu nedenle liderler sosyal sorumluluklarını ciddiye almalı ve bu doğrultuda hareket etmelidir. Kişisel gelişim ve öz farkındalık, liderlerin sürekli olarak yatırım yapmaları gereken süreçlerdir. Güçlü ve zayıf yönlerini tanıma, liderlerin daha bilinçli ve dengeli kararlar almalarına yardımcı olur. Akademik kurumlar ve araştırma kuruluşları, liderlik yetilerinin geliştirilmesi ve uygulanması konularında daha fazla araştırma yapmalıdır. Bu tür araştırmalar, liderlik teorileri ve pratikleri hakkında daha derinlemesine bilgi sağlayacaktır. Araştırma sonuçları, liderlik eğitim programlarının ve uygulamalarının iyileştirilmesine katkıda bulunacaktır, bu da liderlerin daha etkili ve başarılı olmalarını sağlar. Bu çalışma, liderlik yetilerinin kişilik oluşumu ve kişilerarası



ilişkilerin kurulmasındaki sosyo-psikolojik önemini vurgulamakta ve eğitimsel ve örgütsel bağlamlarda bu yetilerin geliştirilmesinin gerekliliğini ortaya koymaktadır.

## Ek bilgiler

**Çıkar çatışması bilgisi:** Araştırmada çıkar çatışması bulunmamaktadır.

**Destek bilgisi:** Araştırma kapsamında hiçbir kişi veya kurumdan destek alınmamıştır.

**Etik onay bilgisi:** Bu araştırma canlılar üzerinde yürütülmediği için etik kurul onayı alınması gerekmemektedir. Mevcut araştırma süresince “Yükseköğretim Kurumları Bilimsel Araştırma ve Yayın Etiği Yönergesi” çerçevesinde hareket edilmiştir.

**Katkı oranı bilgisi:** Araştırma katkı oranı %100 olarak tek yazara aittir.