

The Relationship between Self-leadership and Certain Personality Traits among a Group of First-line Supervisors

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ABSTRACT The relationship between personality traits (for instance extraversion, conscientiousness and emotional stability) and self-leadership has not been demonstrated thoroughly. If specific personality traits are related to self-leadership, selection and training strategies can be adapted in order to secure effective and productive employees for teams/organizations. The survey method was employed, using the Sixteen Personality Factor Questionnaire and the revised Self-Leadership Questionnaire. The target group consisted of 69 first-line supervisors working in a state organization. Using the Pearson product-moment correlation, a significant correlation was shown between visualizing successful performance with extraversion, self-observation with introversion, self-talk with emotional stability and self-goal setting with conscientiousness. Specifically in the state sector, where first-line supervisors are faced with difficult and changing demands of the environment, it is important for them to use self-talk (which helps them to maintain emotional stability) and to constantly set self-goals (which help them to know what they are doing and to persevere at their task, that is, conscientiousness). If first-line South African supervisors in the state sector can be aware of the advantages of self-leadership strategies, and be trained in applying them in everyday situations, this can lead to effective leadership, stability and enhanced productivity in team/organizational context.