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Myth Busters Paper

Principles of Management

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“Leaders are born, not made.”

The ideology that leaders are born and not made is one of the most interesting theories when it comes to determining what a great leader is. This is a topic that is significant when it comes to determining what makes a company well ran. I personally believe that this statement is true, a leader can be made. When completing research on this discussion I have come to the conclusion that this statement is not true. The articles that I have used show that leadership qualities people are born with pretty much separate them from others and it is difficult to teach people who do not have these qualities naturally, but it can be done. You’re essentially telling someone to change who they are to lead other people in a direction you yourself are not accustomed to which can lead to complications. The research I have done will accommodate the hypothesis that I have formed, which is great leaders are born with those skills and qualities, but they also can be learned by others who were not.

The first article I read about this topic was “Impact of Natural Born Leader Qualities on the Project Team Performance: The Influences of Demographics (Gender and Age)” by Saif ul Amin and Yasir Kamal. This article studies the significance that natural born leaders have on project team performance. They use other demographic aspects such as age and gender, which contribute in a major way. According to the journal, “Blank (2001) describe that the community imagine that natural born leaders achieve a pensive need for society, and they are trustable and

champions. Blank (2001) also observed that natural born qualities of leadership appear and can be showing by the young person on the forum of school lunch break, who manages and arrange the sports event in it. Yukl (2010) describe, some leaders have natural born qualities that are not possessed by other people and these certain behaviors, qualities, and traits are gifted surprisingly.” (Amin, Kamal 2016) The researchers describe how the qualities of leadership show up at a very young age. The analysis shows that natural born leader qualities have significant impacts on project team objective and subjective performance. One of the main qualities that these natural leaders have that was concluded is natural leaders have good genuine relationships with the people that follow them. “Furthermore it also found that demographic characteristic (gender and age) significant influences on the impact of natural born leader qualities on project team objective and subjective performance” (Amin, Kamal 2016) The study concluded that natural born leadership qualities have a major impact on team goals and objectives which further proves the point that leaders are born not made. There are many different variables that can still be added to supplement the hypothesis.

The next article “Born leaders: political selection and the relative age effect in the US Congress” by Daniel Muller and Lionel Page present evidence that politicians are born to be leaders and tend to be the eldest in their cohort at school. Not only do they study running and upcoming politicians, they study winning politicians. “A possible explanation of the effect of relative age at an early age on success as a politician is that being relatively older among peers during youth could help people to develop leadership skills and possibly to learn how to take the initiative. Small initial differences could accumulate, as those who are successful at taking the lead among their peers may grow in confidence about their ability to do so.” (Muller, Page 2016) They concluded that results gave them the evidence needed to continue with more experiments

because there are so many variables that go into seeing what makes politicians great leaders and what they all have in common.

The final article that I used for research was “Natural Born Leaders: Use of a Self-Assessment Tool and Benefits to Coaching and Development” by R. Lewis Steinhoff. This article significantly proves my hypothesis by using a self-assessment tool to show how leaders can be made through learning and mastering skills. “However, if a tool such as the Self-Assessment tool developed by Blank (2001) is validated and utilized by HRD practitioners to develop content for training and development where the result is more leaders perceived to be “natural born leaders,” then it can be argued that these skills are learnable. High scores would indicate mastery of the skill that will enhance the capacity for continued effectiveness in taking the lead and gaining willing followers.” (Steinhoff 2015) The tool actually would help aide people and help them to begin to know what skills they need to learn in order to become a successful leader. Once identified people can then work on mastering the skills that are needed to become a great leader. Yes, it is true that some people are born with personality traits, but it is also true that personality traits and behaviors are shaped by the environments around you. Some could argue that you often see babies or toddlers that show leadership qualities without even knowing what they are capable of. This is true in some cases, but many factors can be stated to explain why that happens. For example, they could follow the behaviors they see their parents or siblings do and try to mimic it in their own way by leading another baby in a action. Us as human adults do not realize this; we just automatically assume that our child was born to be a leader. After all personality traits are the traits that form a leader into who they are. There are so many variables that can shape a leader to be a winner or a failure, there is no such thing as being

‘born with it’. Anything in life comes with a great deal of learning and interpreting and becoming a leader is no different.

After carefully observing each of the journal articles, I believe that the myth has been denied. I believe that the term ‘natural born leader’ can be still used but not to where it is taken seriously. There are qualities that some are born with that others do not have but can develop over time through hard work. They also can develop through experiences, which is a main factor in what makes people who they are and shapes their personalities. Many people can make many arguments for and against this theory. However, it is my belief that human beings are naturally who they are but can be molded to be completely different given different circumstances and situations. In my own circumstance, I feel that I had little to no leadership qualities except for honesty and hard work. As years went on, I know that I gained so many leadership qualities and skills with the activities and things I got myself involved in. Being good at sports put me in a leadership position without me even realizing or even wanting to embrace it. I was pushed to be a leader and eventually became a great one without having to even say much, leading by example was my first success. After completing this research process, I have learned that not many people understand the process that it takes to become a leader. Not one person on this earth was born a master at anything. Whether it took 25 years or 35 years of their life, it took some type of work for a person to become a great leader. Everyone has a steppingstone to start off at and being a leader is no different in any circumstance. I sincerely believe that leaders are born and made, both intertwine with each other to create a triumphant leader.

## Bibliography

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