

Neap

Everyone deserves a little couch-time.

**Nature vs. Nurture:
Are Leaders Born or Made?**
Prof. Favor Campbell, M.S.



About Your Presenter:

- *Prof. Favor Campbell, M.S.*
- *Mom, Professor, Business Owner, Author, Mentor*
- *BA in Communications, MS in Sociology (the study of society & people)*
- *Passionate about purpose*
- *ISFJ (Introverted, Observant, Feeling, Judging)*



A red, 3D-style callout box with a white border and a drop shadow. The text 'KEY TAKEAWAYS' is written in white, bold, uppercase letters inside the box.

KEY TAKEAWAYS

- ✓ Explore how nature and nurture can both contribute to successful leadership.
- ✓ Highlight characteristics and personality traits that often predispose individuals to be effective leaders.
- ✓ Understand that leadership is an ongoing process and how it should bring out the best in every individual.



What is nature vs. nurture and
why does it matter?

POLL



Do you feel leadership is more about nature, nurture, or both?

The debate of Nature vs. Nurture

Nature (Genetics)
Innate biological factors

Nurture (Environment)
Upbringing of life experience



The debate of Nature vs. Nurture

- How much of a person's characteristics are formed by genetics vs. environment?
- Both play a role in the psychological development and interact in complex ways.
- Family is one source of socialization but subcultures, media, government, wealth, and inequality all shape who we become.



KEY TAKEAWAYS

Nature, Nurture, & Leadership

Nature vs. Nurture & Leadership

Nature Debate & Leadership:

- Trait theories support that leadership is born
- They suggest people are born with skills such as communicative skills, charisma to influence/inspire



Nature vs. Nurture & Leadership

Nurture Debate & Leadership:

- Behavioral theories support that leadership is made not born
- Depends on the individual, but over time, with experience, ongoing learning, and willingness, anyone can acquire the necessary skills



How do we become who we've become??

SOCIALIZATION

- The process by which an individual learns and generally comes to accept the ways of a group or a society of which he or she is a part.
- Agents of socialization are those doing the socializing (*e.g. parents, siblings, schools, work, religion, etc.*)
- Almost always involves a process of interaction.



TYPES OF SOCIALIZATION

Primary

- Early childhood (most crucial)
- Personality and self-concept is developed
- Cognitive abilities, language
- Internalize norms & values

Anticipatory

- Occurs between childhood & adulthood
- Independence from parents
- Learn their immediate group culture and cultures of groups expected to join

Professional/Developmental

- Occurs during adulthood
- Dependent on Primary & Anticipatory
- New learning combined with old



What Leadership Is Not *(10 flawed theories)*

- 1. Leadership is about charisma.*
- 2. Leadership is about eloquence.*
- 3. Leadership is about power.*
- 4. Leadership is about seniority.*
- 5. Leadership is about scale.*





What Leadership Is Not (10 flawed theories)

6. *Leadership is about popularity.*

7. *Leadership is about fame.*

8. *Leadership is about winning.*

9. *Leadership is about wealth.*

10. *Leadership is about education.*





Which type of socialization is it?

A

B

C

Primary?

Anticipatory?

Professional?

Independence from parents?

Cognitive abilities learned?

When new learning is combined with old?

BONUS: Internalize norms & values



KEY TAKEAWAYS

Characteristics and personality traits
that often predispose individuals
to be effective leaders.

BIG 5 PERSONALITY TRAITS

aka 5 FACTOR MODEL OF PERSONALITY



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BIG 5 PERSONALITY TRAITS

aka 5 FACTOR MODEL OF PERSONALITY

Openness to Experience:

Prefers routine, Practical **vs.** Imaginative, Spontaneous

Conscientiousness:

Impulsive, Disorganized **vs.** Disciplined, Careful

Extraversion:

Reserved, Thoughtful **vs.** Sociable, Fun-loving

Agreeableness:

Suspicious, Uncooperative **vs.** Trusting, Helpful

Neuroticism:

Calm, Confident **vs.** Anxious, Pessimistic



Why understanding personalities is important to leadership

1. *Understand employee relationships*
2. *More effective team building and management*
3. *Understand employee motivations*



Which Big 5 Matter Most in Leadership??

Key Points to Remember

- Yes, extroverts tend to show good leadership skills, but too many can cause a decrease in effectiveness.
- Conscientiousness (self-discipline) is one of the most important factors in leadership.
- Openness to experiences is also very crucial.
- Two least attractive: neuroticism and agreeableness.





Which type of personality trait is it?

A

OPENNESS
TO EXPERIENCE

B

CONSCIENTIOUSNESS

C

EXTRAVERSION

D

AGREEABLE

E

NEUROTICISM

Calm vs. Anxious
Suspicious vs. Trusting
Reserved vs. Sociable
Impulsive vs. Disciplined
Routine vs. Imaginative

KEY TAKEAWAYS


The ongoing leadership process and how it should bring out the best in every individual.



This is who I am



It's in my nature




These things
annoy me



I am just like this



I love doing this!



I don't like
doing this

8 Tips for Developing Leadership Skills

1. Communication=Successful leaders can express & explain ideas. Active listening!
2. Influence=Motivate others. Comes from building relationships.
3. Learning agility=Continue seeking learning opportunities no matter what level you reach
4. Self-awareness=Know your strengths AND your weaknesses!



8 Tips for Developing Leadership Skills

5. Understand leadership styles=Can help you to identify your strengths and weaknesses.
6. Expand your network=Observation is a powerful tool that can help develop skills.
7. Get a coach mentor=Coaches can help to evaluate
8. Practice=Ask: *“Did it work? Why or why not?”*



Leadership is not a science, but an art—
and as such, it can be refined and perfected over time.

Nature vs. Nurture

Are Leaders Born or Made?

Training Provided By: Favor Campbell, Professor, Author, Entrepreneur

O.C.E.A.N Big 5 Personalities

O

Openness to Experience:
Prefers Routine, Practical vs Imaginative, Spontaneous

C

Conscientiousness:
Impulsive, Disorganized vs. Disciplined, Careful

E

Extraversion:
Reserved, Thoughtful vs. Sociable, Fun-Loving

A

Agreeableness:
Suspicious, Uncooperative vs. Trusting, Hurtful

N

Neuroticism:
Calm, Confident vs. Anxious, Pessimistic

REMEMBER YOUR EAP IS HERE TO HELP!
**NEELY EAP CAN ASSIST IN PROVIDING MACRO LEVEL ORGANIZATIONAL
TRAINING AS WELL AS MICRO LEVEL MENTAL HEALTH SERVICES.**







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A top-down view of a person with dark hair, wearing a white shirt and a black watch, sitting at a white desk. They are using a silver laptop. Their hands are on the keyboard and trackpad. To the left of the laptop is a spiral notebook and a pen. To the right is a small green plant in a white pot on a wooden coaster. The background is a plain white wall.

Employee Support Program

LIFE COACHING



FEATURES:

- Have convenient telephone conversations with your Life Coach.
- Establish your vision, set goals and create an action plan in your very first meeting.
- Engage in up to 5 follow-up meetings to help recalibrate, refresh, and progress with your goals.
- Your progress towards any goal – career, parenting, relationship, time-management – can be enhanced by working with your Life Coach.



The path to personal and professional success is not always clear.

A Life Coach can help by guiding you through a thought-provoking, creative process of reflection and goal setting to maximize your potential and navigate life transitions.

TOLL-FREE: 866-212-6096

WEBSITE: <https://neelyeap.helpwhereyouare.com>



EAP Benefit Spotlight

