

Psychology for Work – Essay (2,500 words – personality and leadership)

Introduction

Outline of the candidate – who she is, role applied for (what does CEO mean – higher level / senior management)

Definitions – leadership, VERY BRIEF overview of personality

End with something that indicates what the focus of the essay will be (e.g., are you going through all five traits, just three (and which ones), and what are you actually trying to DO with the rest of the essay – discuss whether the traits exhibited by the candidate will make her successful in the leadership position that she has applied for).

Main body

Traits (OCEAN) – structure will differ depending upon number of traits. ALSO REMEMBER – this does not have to be a linear thing and you can discuss multiple traits at one time).

LITERATURE – use empirical evidence to support every point you make.

You MUST refer to effective or successful leadership!! – strengths and weaknesses of the candidates characteristics (e.g., if low extraversion, how does this relate to managing and working with people in a leadership role, how do the individual facets potentially influence her leadership ability).

Leadership STYLE! (separate paragraph before conclusion). Again, support from literature, but overall referring to which type of style (transactional, transformational) she is likely to exhibit and WHY this is important for successful leadership (e.g., transformational = mentoring, leading by example, etc and so likely to be a much more effective leadership style long term than transactional).

Conclusion

Summarise the main points of the ‘main body’ – what do you feel are the most important elements of what you have now discussed.

Overall informed opinion on whether the candidate is suitable for the role of CEO based upon her traits and her expected leadership style.