Transforming Self Concept for Leader Development

Omega Graduate School

November 30, 2024

Professor

Dr. Curtis McClane

**Assignment #3 – Essay**

1. Write a 5-page paper based on the question below:

a. Synthesize and integrate all that you have learned thus far to write an essay on

the following question: “Why are self-concept, spirituality, and moral development

so critical for leadership?” In order for your essay to receive a good grade, you

must include the concepts of self-efficacy, self-concept, spirituality, and moral

development as you synthesize and integrate them with the core concept of

leader development.

b. Before you begin writing, create an outline that will guide you in your

composition. This will be especially helpful since you are limited to 5 pages for

the entire essay.

c. In the past, students have confused “leader development” with “leadership

development.” Notice that this course focuses on “leader development.” This

includes the internal dynamics of a leader, how they grow and mature. Make sure

Self-concept, spirituality, and moral development are necessary for leaders because one cannot examine others until one first examines oneself. This results in growth for all stakeholders. A leader must first be able to reflect on their beliefs, self-concept, and developmental growth, allowing them to understand better the people they lead. A clear grasp of these areas will enable leaders to grow and have better decision-making skills and interpersonal connections with those they serve. Leaders must be clear on their purpose and self-concept to lead others. For a good leader to be an agent of change, they must clearly understand their purpose on earth and their divine connection with God, as this will become their motivation, and their moral development will be the component that allows them to lead with integrity and respect. To treat others fairly, we must first clearly understand who we are and treat others as an extension.

The role of a leader is to play a role in perception, often more than truth. It is not about what is factual but what those who you lead perceive as accurate. Therefore, simply correlating a leader's performance with the number of months he or she has been in a job or organization is inadequate (i.e., contaminated and deficient) in capturing the full effects of something as nuanced as experience. Day, Fleenor, Atwater, Sturm, & McKee, 2014. Therefore, leaders who follow Christ are responsible for holding themselves to a solid moral standard. As believers who accept the word of God as the ultimate method of guidance for our lives, we know the bible speaks of reflection and examining ourselves. Search me, God, and know my heart; test me and know my anxious thoughts. (New International Version, 2011, Psalm 139:23). The reflective leader always allows themselves to be reflective, increasing their growth consistently. As we believe, we are made in the image of God; thus, having a clear understanding of who we are and an explicit self-concept becomes our foundation of who we lead, as we expect always to connect ourselves to have the mind of Christ in all areas. This will guide us in our self-examination as a leader and then guide us into how we lead others. Leaders often transform based on the experiences they encounter as they lead and, in turn, grow. When we first accept that we have been called to lead in any capacity, we immediately examine ourselves and begin to identify with a previous mentor, someone in the past we respected, or someone we read about in our lifetime. We glean pieces from them to help us determine the type of leader we are and the leadership style we will convey to those around us. Once we determine the kind of leader we perceive ourselves to be, we assess our strengths and weaknesses and compare ourselves to leaders we know, including those in the word of God; we form our self-concept.

Our moral development becomes an invaluable component of our leader development and allows our leadership to be highly effective as we lead others. Moral development, therefore, refers to the inner learning and change that ultimately influences outer ethical leadership and behavior. Allen, S., & Fry, L. W. (2023). At this stage of development, leaders may make decisions out of a robust set of values and principles rather than goals or relationships. Moreover, the individual has the capacity to reflect and modify these values Kegan & Lahey, (1984)

When we are in a leadership position and have a sound moral compass, those we lead clearly understand what to expect. According to the organizational behavior literature, ethical leaders are honest, trustworthy, and fair; they treat followers with respect and care, do not have favorites, keep promises, allow followers to have input and share in decisions, and clarify their expectations and responsibilities Solinger, O.N ( According to Kohlberg’s theory, people’s reasoning and analysis, how to make decisions in ethical situations, paying attention to the level of responsibility and participation of people, and justifying their ethical action are the keys to determining moral development. Soltani, M., Etemadifar, S., & Kheiri, S. (2022).

We are expected to consistently make moral decisions that benefit all of those we lead, and every stakeholder will benefit from this posture. “In other words, ethical reasoning is the ability to measure and reflect in dealing with a moral dilemma, the ability to analyze it using rules and having a logical justification for the choice made among the cases, and then having the ability to make a decision.” Soltani, M., Etemadifar, S., & Kheiri, S. (2022). When leaders lead with a moral compass of integrity, it raises the bar for those in our sphere of influence. When we set norms for our community, we build a foundation of morality. ’This process of building up a common “moral system” assumes that moral meanings are locally negotiated, and initially around provisional and alternative moral framings of an issue. Solinger, O. N (2020(., Jansen, P. G., & Cornelissen, J. P. (2020).

As leaders, we must seek to grow, allowing those around us the exact opportunities. As leaders, we will make constant mistakes, but if we hold on to our moral development, we will always fall back on our ethical standards and integrity. “Adapting Mujtaba et al.’s (2011) description of MD, leaders’ MD can be defined as growth in a leader’s moral awareness and ability to determine or intuit right from wrong and act in a manner consistent with an internalized moral and values framework. When leaders hold themselves to a high moral standard, those we lead have clear expectations of who they are, and there is no pretense. Studies have found that individuals with an internal locus of control behave more ethically because of the opportunity for behavior to influence outcome Brown, S., & Chikeleze, M. (2020).

For leaders to impact those in their sphere of influence, they must not vacillate their moral development. Leaders have an enormous responsibility, are usually held to a high standard, and have the commitment and ability to change the trajectories of the lives of others. Your influence and guidance impact their lives in ways that have a strong accountability. If your moral development is not centered and held to a high standard, you could have altered the lives of those you have been allowed to lead. Decisions made from an immoral code can destroy the very foundation of your legacy of leadership and those who have placed trust in you. The Bible has several leaders who fell deeply, and the consequences on those who followed them and those they held dear greatly impacted them. Saul disobeyed God and kept a piece of the spoil after the war for his pleasure, and David chose to send a man off to war to covet his wife. Both these men were great leaders, but their momentary immorality changed the trajectory of their legacy and negatively impacted their leadership. Regardless of our cultural background or setting of time, the core of our moral development remains sound. “Kohlberg argued that the formal and structural aspects of morality are universal, while the content of morality can vary with culture. Ahmeti, K., & Ramadani, N. (2021).

We are spirit, soul, and body; therefore, we have convictions, moral development, and ethical standards to uphold. For those of us who declare we are ambassadors for Christ, our spiritual compass will cause us always to revert to our truth when leading others and examining ourselves as an honorable leader. “Spiritual behaviors, including demonstrating respect, treating others fairly, expressing care and concern, listening responsively, appreciating the contributions of others, and engaging in spiritual practice and values such as integrity, ethical influence, honest communication, and humility contribute to the expression of spirituality. Meng, Y. (2016). These components are infused in leader development, as we cannot separate our spiritual development from who we are as leaders.

In the workplace, others may not believe as we do, but a leader who has a clear and strong spiritual connection to who they are on earth and why God created them will see their role as a leader and a calling. As leaders who connect with who we are in Christ, we see our time in our roles as ministry, even though it is in the marketplace. Here is where we again stand as agents of change by allowing ourselves to be used by God to incorporate our beliefs in our efforts to lead and promote change. It is portrayed when we treat others with kindness when it may not be deserved. We extend grace because we know God has extended to us multiple times.

Self-concept, moral development, and spirituality all work together to ensure that we present ourselves as honorable leaders, allowing us to impact those we lead significantly. We must allow those who follow us the same grace we give ourselves; we must examine ourselves constantly and always uphold our moral code and ethics. We cannot expect anyone else to evaluate us more than we examine ourselves. These three areas critically impact how we lead, examine ourselves, and hold expectations for those around us. A leader must always be guilty of all the outcomes of those they lead, and for this to be true, they must incorporate moral standards, self-concept, and moral development when leading others. It is inevitable to hold others accountable when you, as a leader, do not hold yourself accountable, and this is impossible when you do not understand who you are, who has called you, or what your purpose is. When these things align, those you lead benefit from a well-rounded leader whose moral and ethical code always remain honorable. This, by no means, equates to a perfect leader, but it does equate to one in a healthy moral standing.

**Works Cited**

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**GRADING RUBRIC**

Thesis statement clear 5 points

* Good thesis statement 5 points

Introductory paragraph 5 points

* Good introductory paragraph 5 points

Main points, and overall coherence/unity of the essay 5 points

* 0% rating for use of AI--[fantastic!!!]
* Main points pretty easy to detect
* Overall coherence pretty good
* Some phrasing and word choices needed attention 4 points

Conclusion/closing paragraph 5 points

* Good concluding paragraph 4 points

Mechanics: Grammar & APA 7 formatting 5 points

* Grammar check excellent!
* APA 7 formatting--note journal titles
* 3 resources older than 5 years. 4 points

Total Points: 25 points

Total points: 22 points=A-

**Grading Scale:**

A= 25-24

A-= 23- 21

B= 20-19

B-= 18-17

NC=No Credit, needs revision