**LDR 807-12: Leader Development: Transforming Self-Concept**

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**ASSIGNMENT # 3**

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

a. Combine and incorporate 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?”

2. Paper Outline

a. Begin with an introductory paragraph that has a succinct thesis statement.

b. Address the topic of the paper with critical thought.

c. End with a conclusion that reaffirms your thesis.

d. Use a minimum of eleven scholarly research sources (two books and the

remaining scholarly peer-reviewed journal articles).

**Self-Awareness, Spirituality and Moral Formation Are the Key to Good Leadership: The Nature of the Self Understanding Oneself, Spirituality and Moral Formation.**

This is because leadership, which is the foundation of organizational and social success, is a very different animal from technical know-how or power. Effective leadership is, ultimately, a combination of moral character, purpose and moral sensitivity. These are a result of three main factors: self-image, spirituality and ethics. “I”, as self-concept, defines who a leader is and how he or she can be oneself and sure, as spirituality creates purpose and connection, and as moral development makes decisions consistent with morality. Together, these depths allow leaders to overcome challenges, motivate teams, and drive lasting success. This article addresses the relation between self-image, spirituality and moral growth in leadership through academic models and stories to make clear that these are consistent and mutually reinforcing.

**The Relevance of Self-Regard as Leadership: Why It Matters!**

Self-concept, self-knowledge, self-worth, and self-identity are essential for leadership. A self-aware leader has more direction in values, actions and objectives. That’s why they can live truly and make choices according to their values. According to Daniel Goleman’s theory of emotional intelligence, self-awareness is the source of real leadership, since it can increase leaders’ capacity to control emotions, when it comes to others and foster relationships.

Self-concept also builds strength and flexibility. A leader who knows his or her weaknesses and how to deal with them are better prepared to face challenges and grow. As an example, Neroni (2022) stresses that self-efficacy an important part of the self-concept is a judge of success in college. In turn, self-efficacy provides leaders with the confidence to set goals and stay in the present.

As changemakers we’re used to seeing this at work in their own self-imagination. They will always have the drive to push and encourage others because they are clear about their purpose and who they are. Nelson Mandela, for instance, was real and true to his ideals and so guided South Africa’s descent from apartheid to democracy. Those are the kinds of examples that point to self-concept as both a personal trait and a necessary producer of social change.

**Spirituality in Leadership**

Spirituality, a term that has come to be thought of in terms of religion, is something much bigger: it is about connections, meaning and wholeness. Spiritual leaders know what it means to align one’s behavior with the divine in a way that gives credibility and purpose to organizations. According to Fry’s Spiritual Leadership Theory, spirituality also helps employees feel motivated at work through the vision of service and commitment. Such a system promotes ideals like unselfishness, honesty, kindness and qualities that are in the core of believers.

Spirituality at the head also aids health and moral choices. Spiritual leaders are less hesitant to fail to consider what they are doing to others and are more likely to be fair and inclusive. In the case of servant leadership, for instance, which draws its model from the spiritual world, team members and the community come first. This strategy has examples in Mahatma Gandhi and Mother Teresa and shows how religion can instruct ethical behavior and motivate movements worldwide.

Spirituality also supports resilience against the bad. Leaders are usually guided by a sense of purpose to stay on task and motivate others when times are hard. This matches Han’s (2021) research on goal commitment and grit as drivers of sustained success. Religion sets the conditions for leaders to stick to their calling when other things seem beyond them.

**Moral Education as the Foundation of Moral Leadership**.

Moral growth, the development of moral thinking and actions, is another aspect of good leadership. Kohlberg’s moral maturation stages provide a perspective on leaders making fair, just and ethical choices. Leaders who live at the very top ranks of moral thinking put greater weight on the universality of moral values than on personal or organizational interest and act for the common good.

Moral development is especially important during crisis. If they’re leaders who are unable to take moral ground, their organizations and the public are at risk. On the other hand, morally upright individuals generate loyalty and appreciation. For instance, when the COVID-19 pandemic hit, managers focusing on employees’ welfare rather than bottom line showed the value of ethical decision-making.

Then there is the matter of moral evolution and inclusion. As Lawrence (2021) highlight that leaders must negotiate complications of social systems and solve institutional injustices to create fair work environments. Morally mature leaders can also take on anti-discrimination and promote the interests of poor groups, so that everyone can succeed.

**The Conjunction Between Self-Concept, Spirituality, and Moral Formation.**

Self-image, spirituality and morality are not the same, but they are very much part of each other. Self-concept makes it possible to lead with genuine authenticity, spirituality gives leadership meaning, and morality makes sure one is being guided by morality. These are all parts of a balanced system of leadership.

Only leaders who embrace these lengths can meet the challenges of leadership today. Jane Vella’s adult learning guideline, for instance, focuses on ensuring the right environment for growth and empowerment. It is leadership who embraces the self, is spiritual and has ethical upbringing that can provide these conditions, helping teams to be their best.

What’s more, the combination of these factors improves leaders’ coping with uncertainty and transition. As Senge (2006) points out, systems thinking (one of the foundations of leadership) requires self-awareness, ethical decision making and intention-based activity. This relationship helps leaders make decisions based on what matters in the short term and how it affects in the long run.

**Conclusion**

Great leadership depends on self-image, religion and ethics. These ~~are what~~ give leaders the accuracy, purpose and moral basis with which to motivate and inspire. Leaders who can become self-aware, spiritual and advance moral thinking can fight through tough issues to make enduring good. With the world communizing and diverse, this coordination is not only desirable, but required for a growth, equity and resilience leadership. Self-conceptual, spiritual and ethical leaders set the standard for a future that is purposeful and righteous.

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