

Assessing Leadership Traits: A multicultural study of U.S. and Vietnamese administration program students

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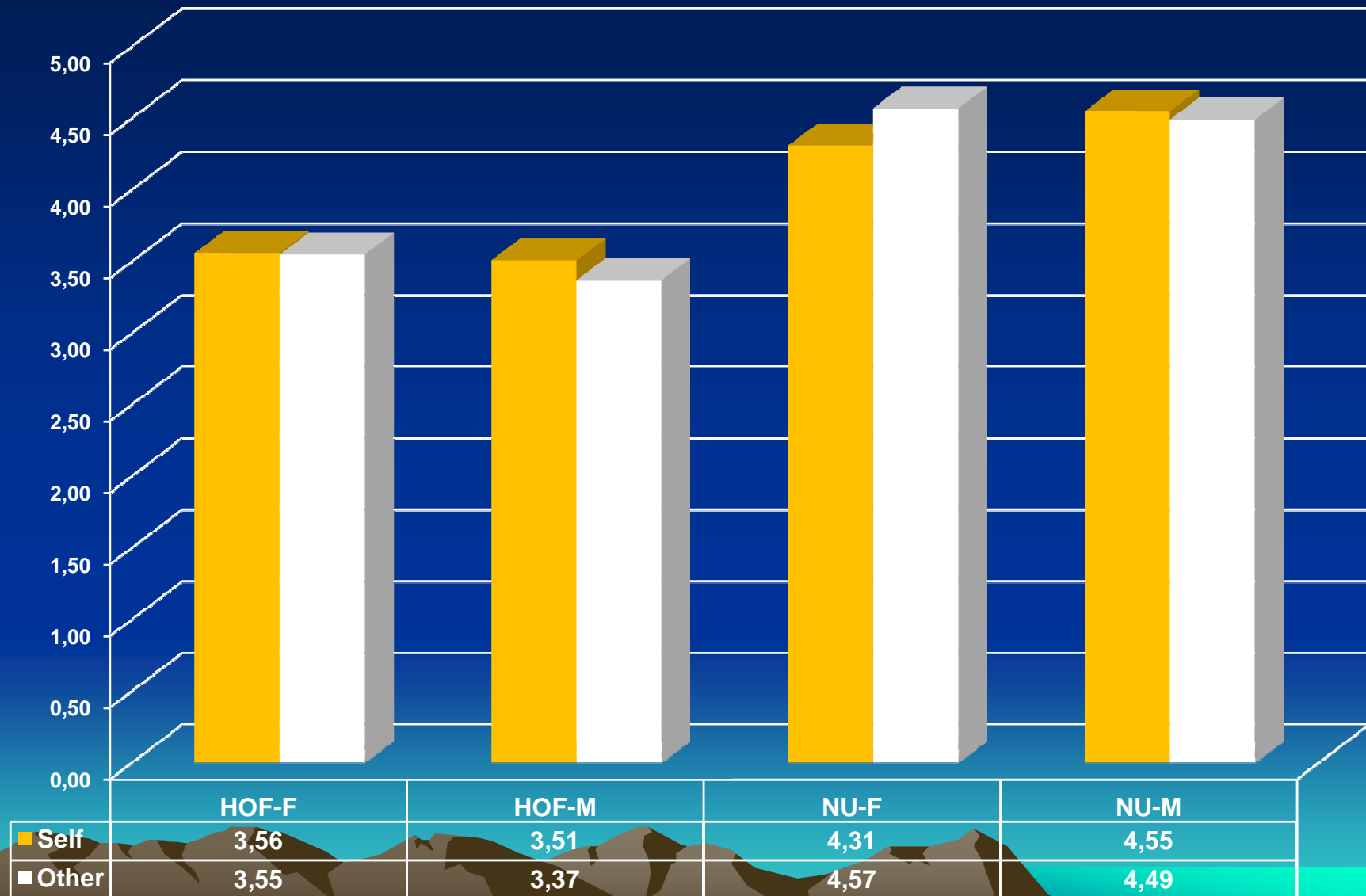


Leadership Traits Questionnaire

- Based upon “traits theory” which categorizes the traits of successful leaders
- Used by organizations to measure individual’s personality characteristics to point to areas of strengths and weaknesses
- Individual completes the 14-trait questionnaire and then has 5 people familiar with them also rate them using the same questionnaire
- Individual’s questionnaire scores compared to the average of the scores of the 5 others
- HOU sample consisted of 30 females and 40 males / NU sample consisted of 38 females and 22 males



Comparison of Self vs. Others' Scores



Comparison of Self vs. Others' Scores

No significant difference between HOU Female ratings and others who rated them

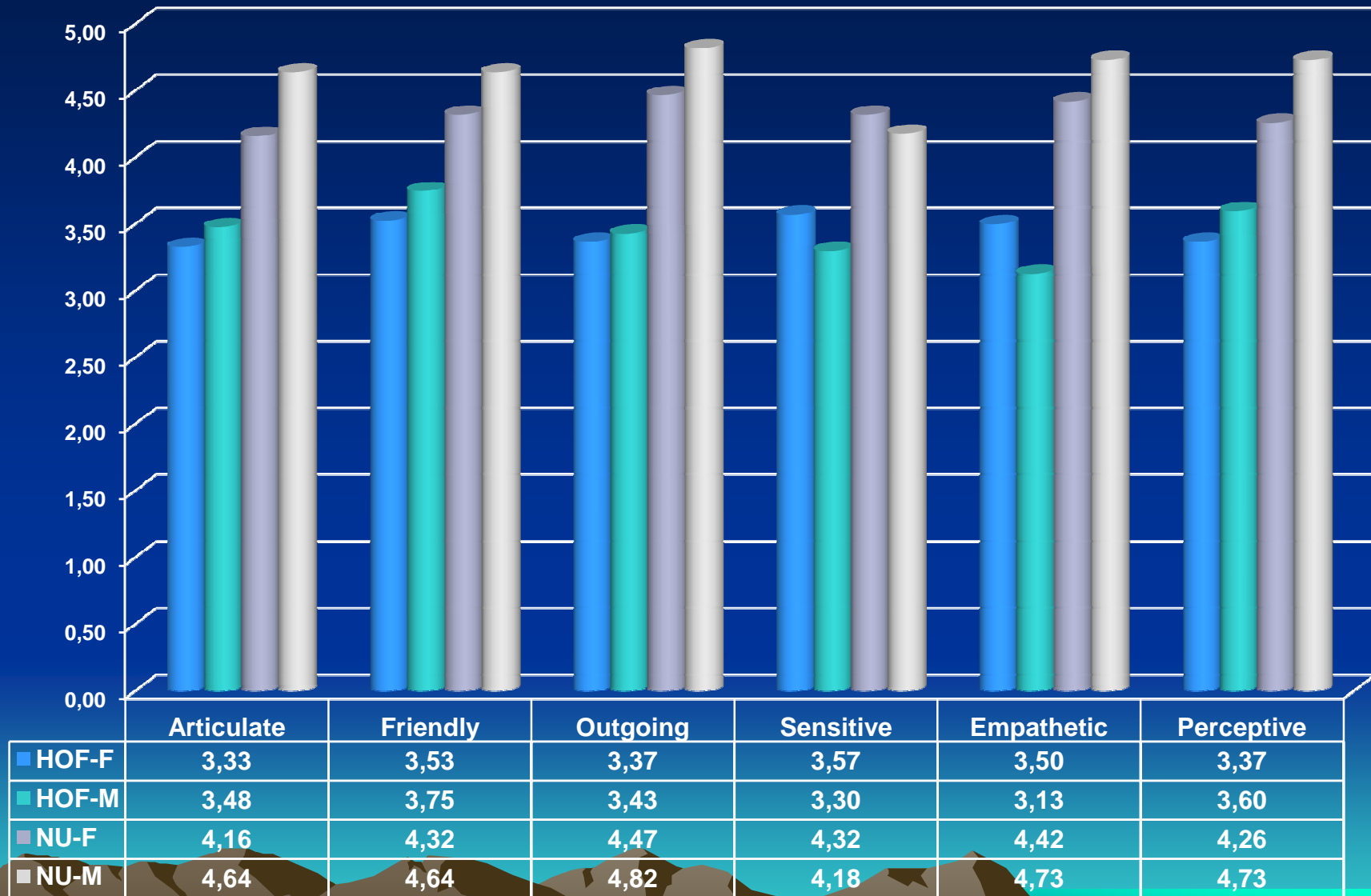
HOU Males rated themselves statistically significantly higher than others rated them ($p < .005$)

NU Females rated themselves statistically significantly lower than others rated them ($p < .001$)

NU Males also rated themselves higher than others rated them, however the differences were not statistically significant



Traits Important for Interaction with Others



Traits Important for Interaction with Others

Articulate

- * Statistically significant differences noted across culture ($p < .001$) with NU self-ratings higher than HOU ratings
- * No statistically significant differences noted between HOU Females and HOF Males
- * NU Male self-ratings statistically significantly higher than NU Female ratings ($p < .05$)

Friendly

- * Statistically significant differences noted across culture ($p < .001$) with NU self-ratings higher than HOU ratings
- * No statistically significant differences noted between Female vs. Male self-ratings for either HOU or NU students



Traits Important for Interaction with Others

Outgoing, Sensitive, & Empathetic

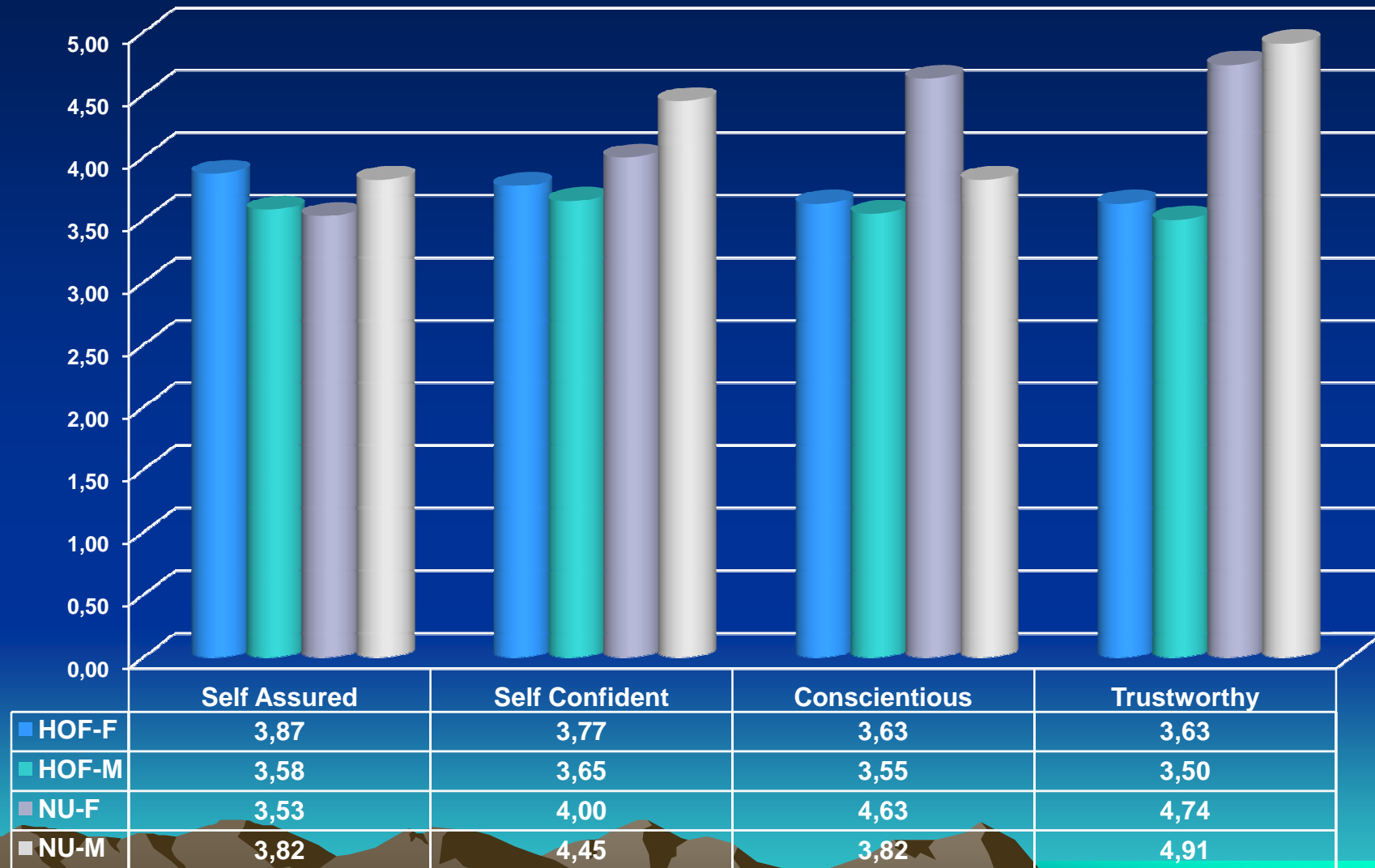
- * Statistically significant differences noted across culture ($p < .001$) with NU self-ratings higher than HOU ratings
- * No statistically significant differences noted between Female vs. Male self-ratings for either HOU or NU students

Perceptive

- * Statistically significant differences noted across culture ($p < .001$) with NU self-ratings higher than HOU ratings
- * NU Male self-ratings statistically significantly higher than NU Female ratings ($p < .05$)



Traits Important for Projecting Self Image

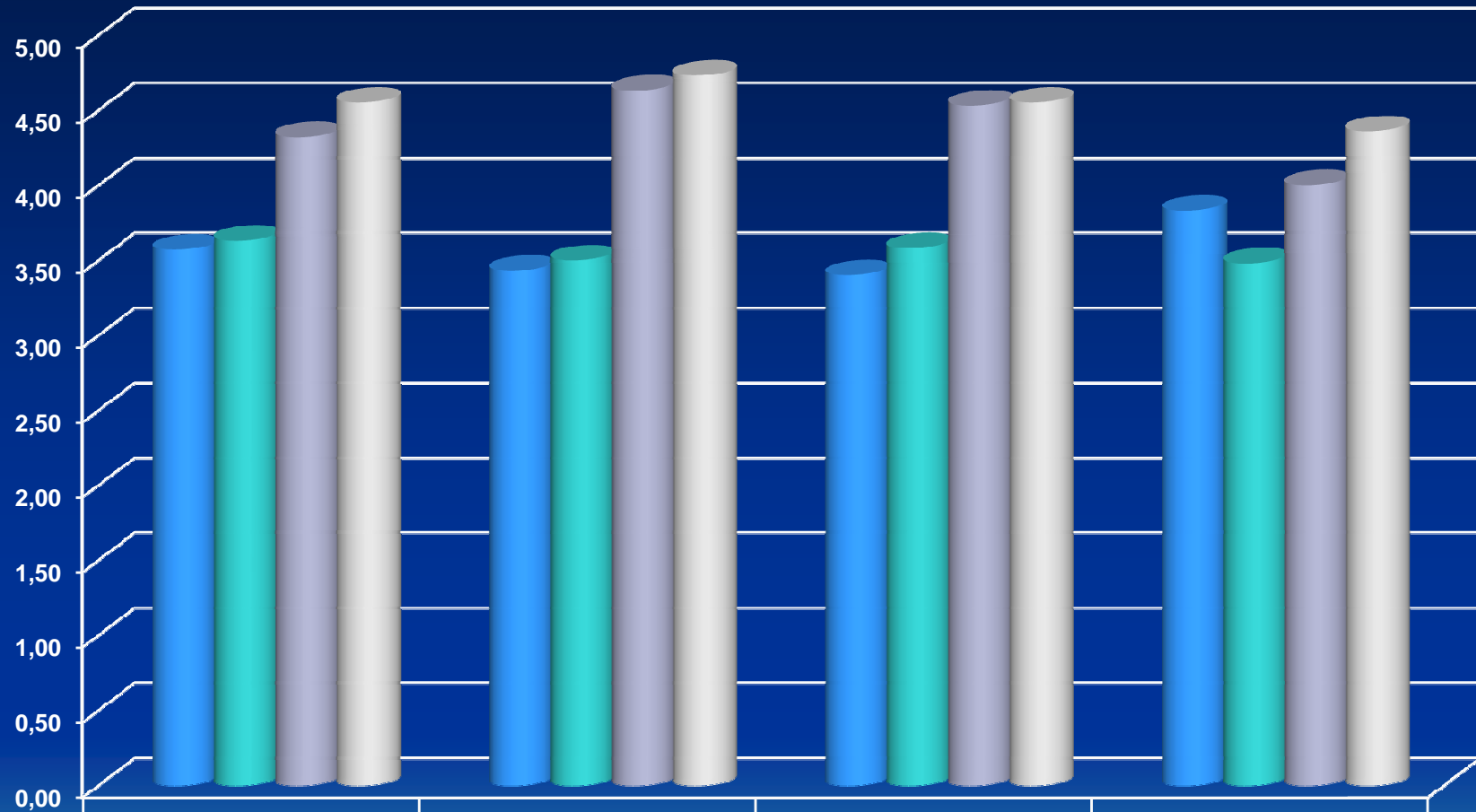


Traits Important for Projecting Self Image

Notable Overall Finding

- * Contrary to traditional Vietnamese custom, HOU Females self-ratings for being self-assured, self-confident, conscientious, and trustworthy were higher than HOU Male self-ratings
- * No statistically significant differences either by culture or gender were found for self-ratings of being self-assured
- * NU Males' self-ratings of being self-confident were statistically significantly different from self-ratings of HOU Females and HOU Males ($p < .001$) but not NU Females
- * NU Female self-ratings of being conscientious were statistically significantly higher than NU Male ratings ($p < .001$) but were not statistically different from HOU Female or HOU Male ratings
- * NU Female and Male self-ratings of being trustworthy were statistically significantly different from self-ratings of HOU Females and HOU Males ($p < .001$) but not from each other

Traits Necessary for Goal Achievement



	Determined	Dependable	Diligent	Persistent
■ HOF-F	3,57	3,43	3,40	3,83
■ HOF-M	3,63	3,50	3,58	3,48
■ NU-F	4,32	4,63	4,53	4,00
■ NU-M	4,55	4,73	4,55	4,36

Traits Necessary for Goal Achievement

Determined, Dependent, and Diligent

- * Statistically significant differences noted across culture ($p < .001$) with NU self-ratings higher than HOU ratings
- * No statistically significant differences noted between Female vs. Male self-ratings for either HOU or NU students

Persistent

- * NU Male self-ratings are statistically significantly higher than HOU Female ratings ($p < .05$) and HOU Male ratings ($p < .001$) but were not statistically different from NU Female ratings
- * NU Females self-ratings are statistically significantly higher than HOU Males ($p < .005$) but were not statistically significantly different from HOU Females ratings



Conclusions

The increasing globalization of education and commerce necessitates a better understanding of who our international partners are and how best to work together to achieve common goals.

Increased globalization has also had a dramatic impact upon changing of traditional gender roles as was noted in the HOU Female self-ratings of interaction, image, and goal achievement traits in this study.

Finally, it is submitted that the consistently lower self-assessment of leadership traits by HOU students is reflective of traditional Vietnamese cultural norms



Thank you!

Q & A

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