

Leadership, character and its development: A qualitative exploration

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Abstract

The purpose of this study was to explore (1) what organisational leaders consider to be character elements of leaders within the workplace, (2) what influences leaders' character development, and (3) how an organisation can continue the process of character development. The literature review and findings revealed that leadership, integrity, industriousness, empathy, loyalty, optimism, fairness and compassion are the most sought after character elements within leaders in the workplace. Leadership and integrity were found to be the most supported character elements. The findings also indicate that work environmental factors, a person's own efforts, and the daily experiences of work life contribute towards character development.

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