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## Personality Type and Leadership Focus: Relationship between self and line manager perceptions

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### Abstract

The relationship between personality type and leadership focus is examined in this article. Personality type is assessed by means of the Myers-Briggs Type Indicator (MBTI), and leadership focus is explored both with participants and their line-managers using a Leadership Focus Questionnaire. Petroleum company mid-level managers form the target population of 220. Three leadership focus hypotheses are tested with 53 respondents, addressing (1) optimising external and internal focus, (2) fit with organisation type, and (3) managing a multiple focus. The Pearson Correlation Coefficient, ANOVA and paired T-tests are applied. Results show that in circumstances associated with change, Feeling and Perceiving types are favoured for managing the stress of competing leadership demands. Line-managers of participants rely more on Intuition while participants prefer Sensing in dealing with external stakeholders.

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