

THE LEADERSHIP CHALLENGE **research**

THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

TITLE	The Relationships Among Optimism, Pessimism, Vision and Effective Leadership Practices
RESEARCHER	Linda J. Wunderley Division of Research and Advanced Studies Department of Psychology University of Cincinnati Master's Thesis: April 1996 Subsequently Published; "Optimism and Pessimism in Business Leaders" Journal of Applied Social Psychology, 1998, 28(9):751-760.
OBJECTIVE	To examine the relationship between leaders' optimism and pessimism levels to both their ability to envision a new future for their organization and to effective leadership practices.

METHODOLOGY

Participants were 48 male executives selected from mid to large size manufacturing firms in the Greater Cincinnati, Ohio business community and their direct reports (N=197). In addition to the LPI (Self and Observer), respondents completed the Optimism and Pessimism instrument (Dember et al., 1989) and Kirton Adaption-Innovation Inventory (Kirton, 1976).

KEY FINDINGS

LPI scores were correlated positively with optimism and negatively with pessimism, although none of these were statistically significant. There were no significant correlations between the LPI scores on the KAI innovative factors.