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Hautala, T.M. (2006). Leaders' personality and its impact on the subordinates' expectations of leadership. Proceedings: Psychological Type and Culture East and West, January 6-8, 2006 in Honolulu, Hawaii.

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#### Abstract

*Leaders' impact on subordinates is an area that is usually studied by concentrating on organizational outcomes. When trying to enhance leadership skills and leader-subordinate interaction it is crucial to understand the impact of leaders. The personality of leaders has been widely studied, but the impact of leaders' personality on subordinates is still an area that merits further research. The purpose of this study is to concentrate on the MBTI-type of leaders and its impact on subordinates' expectations of their leaders. Subordinates' ratings indicated for example "Encouraging" was expected more by subordinates of introverted and judging leaders than by subordinates of extraverted and perceiving leaders.*