CONTENTS

<table>
<thead>
<tr>
<th>Content</th>
<th>CONTENT DESCRIPTIONS</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
<td>Effects of Intervention strategies on different</td>
<td></td>
</tr>
<tr>
<td></td>
<td>personality types of potential leaders</td>
<td></td>
</tr>
<tr>
<td>Declaration</td>
<td>i-iii</td>
<td></td>
</tr>
<tr>
<td>Acknowledgment</td>
<td>iv-x</td>
<td></td>
</tr>
<tr>
<td>List of table</td>
<td>xi-xiii</td>
<td></td>
</tr>
<tr>
<td>List of figures</td>
<td>lxv</td>
<td></td>
</tr>
<tr>
<td>List of Abbreviations</td>
<td>xv-xvi</td>
<td></td>
</tr>
<tr>
<td>Abstract</td>
<td>xvii-xviii</td>
<td></td>
</tr>
<tr>
<td>Chapter I</td>
<td>INTRODUCTION</td>
<td>1-12</td>
</tr>
<tr>
<td>1.1</td>
<td>Introduction</td>
<td>1-6</td>
</tr>
<tr>
<td>1.2</td>
<td>Leading Research Questions</td>
<td>6-8</td>
</tr>
<tr>
<td>1.3</td>
<td>The Goals of the study</td>
<td>9-10</td>
</tr>
<tr>
<td>1.4</td>
<td>Scope and application of the study</td>
<td>10-11</td>
</tr>
<tr>
<td>1.5</td>
<td>Outline of the Thesis</td>
<td>11-12</td>
</tr>
<tr>
<td>Chapter II</td>
<td>THEORETICAL PERSPECTIVE</td>
<td>13-26</td>
</tr>
</tbody>
</table>

iv
2.1.1 Section I: Overview of Personality: 13-19

2.2.1 Section II: Overview on leadership 19-20

2.2.2 Rise of alternative theories 20

2.2.3 Re-emergence of trait theory 20-23

2.2.4 Functional leadership model 23-26

Chapter III LITERATURE REVIEW 27-82

3.1 Introduction 27-29

3.2 Section I Components of Leadership and Personality Types 29-46

3.3 Section II Self-Actualization and Leadership 46

3.3.1 Introduction 46-47

3.3.2 Components of Self-actualization and leader effectiveness 47-55

3.4 Section III Emotional Intelligence and Personality types 55

3.4.1 Introduction 55-56

3.4.2 Personality Type and Emotional Intelligence 56-61

3.4.3 Leadership style and Emotional Intelligence 61-63

3.4.4 EQ and interpersonal Interactions 63-66

3.4.5 Gender and EQ 66-67

3.5 Section IV Personality Preference types, disease manifestation, stress, and coping 67

3.5.1 Introduction 67

3.5.2 Personality Preference Type and Disease manifestations 68-70
| 3.5.3 | Personality Preference types and Stress | 70-72 |
| 3.5.4 | Personality Preference type and coping | 72-76 |
| 3.6  | Section V | 76 |
| 3.6.1 | Studies on Intervention Effectiveness | 76 |
| 3.6.2 | Personality type, Leadership, EQ and Team building Awareness through the MBTI | 77-79 |
| 3.6.3 | Stress and time management intervention and awareness in relation to MBTI | 79-81 |
| 3.7  | Summary | 81-82 |

**Chapter IV** RESEARCH METHODOLOGY 83-126

| 4.1  | Statement of the problem | 83-84 |
| 4.2  | Aim and objectives of the study | 84-85 |
| 4.3  | Operational Definitions | 85-87 |
| 4.4  | Hypotheses | 88 |
| 4.4.1 | Section 1 | 88-89 |
|       | Predominant Personality Preference types of potential Leaders | |
| 4.4.2 | Section 2 | 89-90 |
|       | Personality Preference types and Motivational variables | |
| 4.4.3 | Section 3 | 91-93 |
|       | Effect of intervention programme on leadership styles, EQ, anxiety and demographic Variable-Gender | |
| 4.4.4 | Section 4 | 93-95 |
|       | Leadership and other psychological variables (self-actualization, Emotional Intelligence, Anxiety) | |
| 4.4.5 | Section 5 | 95-98 |
Personality Preference types and demographic variables

4.5 Assessment Tools

4.5.1 Socio Demographic inventory

4.5.2 Mayer –Briggs personality inventory

4.5.3 Personal Orientation Inventory

4.5.4 Multifactor Leadership Questionnaire

4.5.5 Emotional Quotient Test

4.5.6 Hamilton Anxiety Scale

4.5.7 Effective Intervention Modules

4.5.8 Feedback Questionnaire

4.6 Research design

4.7 Procedure for the study

4.8 Techniques of analysis

4.9 Description of the Sample studied

Chapter V ANALYSIS OF RESULTS 127-182

5.0 Introduction 127

5.1 Section I 127-132

Predominant Personality Preference types among potential leaders

5.2 Section II 133

Personality Preference types and Motivational Variables as measured on POI

5.2.1 Personality Preference types and self-actualization 133-134

5.2.2 Personality Preference Types and Time competency (TC) 135-136

5.2.3 Personality Preference types and Inner Directed/Inner Support (‘I’) 137-138
5.3 Section III
Effect of intervention programme on leadership styles, EQ and anxiety
5.3.1 Personality Preference types and Leadership styles 139-144
5.3.2 Personality Preference types and Emotional Intelligence 145-149
5.3.3 Effectiveness of intervention programme for reduction of Anxiety 150-154
5.3.4 Effectiveness of intervention on scores of MLQ, EQ, HAS Based on Gender 154-158

5.4 Section IV
Leadership and other psychological variables (Self Actualization, Emotional Intelligence and Anxiety)
5.4.1 Leadership styles and POI measures of Time competency and Inner Support 159-160
5.4.2 Leadership and Emotional Intelligence 160-163
5.4.3 Anxiety and Emotional Intelligence 163-164

5.5 Section V
Personality Preference types and demographic variables
5.5.1 Gender and 5 most prevalent MBTI Personality Preference types 164-167
5.5.2 Gender and 16 MBTI personality types 167-169
5.5.3 Family Income and 5 MBTI personality types 170-172
5.5.4 Family Income and the Psychological variables (EQ, MLQ and HAS) 172-178
5.5.5 Management courses and Psychological variables (EQ, MLQ and HAS) 178-182

Chapter VI DISCUSSION 183-247
6.1 Introduction 183
6.2 **Section I**
Personality Preference types and Potential leaders

6.3 **Section II**
Personality Preference types and Motivational variables
a) Time Competency (TC) and b) Inner Support (I)

6.3.1 Personality types and self-actualization
6.3.2 Personality Preference Types and Time competency
6.3.3 Personality Preference types and Inner Support

6.4 **Section III**
Effect of intervention programme on leadership styles, EQ and anxiety

6.4.1 Intervention program and its effectiveness
6.4.2 Personality Preference types and Leadership styles
6.4.3 Effect of exposure to the intervention programme on Emotional Intelligence.

6.4.4 Personality Preference types and Anxiety
6.4.5 Effectiveness of intervention program on MLQ, EI and anxiety based on gender

6.5 **Section IV**
Leadership and other psychological variables

6.5.1 Leadership and self-actualization
6.5.2 Leadership and Emotional Intelligence
6.5.3 Emotional Intelligence and Anxiety

6.6 **Section V**
Personality Preference types and demographic variables

6.6.1 Gender and 5 most prevalent personality preference Types
6.6.2 Gender and 16 MBTI personality types
6.6.3 Family Income and MBTI personality types
6.6.4 Family Income and psychological variables (EQ, MLQ and HAS) among Personality Preference types.
6.6.5 Management Courses and Psychological variables (16 MBTI Personality types) 242-246

6.7 Conclusion 246-247

Chapter VII CONCLUSION, LIMITATIONS AND RECOMMENDATIONS 248-258

7.1 Conclusions 248-255
7.2 Limitations of the study 255-257
7.3 Recommendations 257-258

REFERENCES 259-295

Annexure No. ANNEXURE i-viii
Annexure 1 Socio Demographic Scale i-ii
Annexure 2 Multifactor Leadership Questionnaire iii-iv
Annexure 3 Feedback Questionnaire v-vii
Annexure 4 Sample Description and feedback Qualitative Analysis table CD
Annexure 5 Intervention CD CD
Annexure 6 Consent Letter viii