

# The good leaders of characteristics and behavior

Kailin Yang

Changsha China Canada School, Changsha, 410000, china

**Abstract.** Excellent leaders have unique qualities. They can often make correct decisions in the process of enterprise development and daily operation, and even become the soul of an enterprise. This paper elaborates on the characteristics of excellent leaders and the reasons for them. The conclusion shows that an excellent leader often lies in his communication ability and understanding of his subordinates, so as to orient the development of the enterprise. This paper puts forward some suggestions.

**Keywords:** Leader; Characteristics; Communication style; Mode of thinking.

## 1. Introduction

According to "Nelson Mandela," a charismatic leader may engage in a discussion honestly and thoroughly while understanding that the other side must become more sympathetic in order for them to prevail. That concept does not occur to you when you are haughty, vain, or in uniform. Sarah McMullin is an example of a lousy leader who places a strong emphasis on authority.

This paper makes some extensive analysis. On the one hand, based on a comparative perspective, this paper analyzes the differences and differences between good leaders and bad leaders, discusses the quality of good leaders, which is a useful supplement to relevant research. Secondly, this paper puts forward some suggestions. We found that leaders must be considerate of their subordinates, strengthen communication, and improve the enthusiasm of employees.

## 2. Analysis of the characteristics of good leaders

Being a competent leader means being able to transfer authority, have a long-term outlook, encourage staff members in public, impart knowledge to staff members, and do other things (Pu, 2022). For instance, many managers don't trust their employees at work; instead, they just trust themselves when business goes wrong. This business won't last very long, thus the management needs to focus on enhancing the overall group's order in order to maintain the group dynamic. Additionally, a successful leader must exude confidence because people frequently look to your behaviors to determine what to do next. The morale and productivity of the company will rise if the personnel maintains their composure; other employees are more inclined to follow suit. Additionally, Henry Ford experienced a setback after creating and developing the Ford four-wheel vehicle and Henry Ford's inventive work for the Detroit Motor Company. However, the company's car production was so discordant with his requirements that it was forced to dissolve in 1901. Even though the company's sales were extremely poor and it was experiencing financial difficulties, Henry Ford didn't give up and kept trying until the Ford Company was successful in 1903. On the one hand, bad leadership falls into two basic categories: bad as ineffective and bad as unethical. Simply put, ineffective leadership falls short of its intention because of the means leaders employ or fail to employ. (AL GINI; RONALD M. GREEN 2012) on the other hand, the lousy is a control freak who must take responsibility for his or her own job, is supported by staff, and is terrified of staff outperforming him or her. According to PEKINGSON law, an incompetent official has three options for escape: (1) file for resignation and offer his job to competent persons; (2) allow a capable person to help him with his duties; (3) recruit two subordinates as assistants. Typically, leaders won't select the first two options. They may use suppression against individuals who are capable of outperforming themselves, so they will only hire those who are less capable than themselves. Furthermore, managers frequently offer the justification that they trust their staff members and grant them complete autonomy when confronted with questions regarding their

carelessness toward them. Therefore, this has no real meaning. In addition, some bosses refuse to pay their workers. They will only use the justification of not having any money when staff visit them and just until they depart. even urge employees to pour tea and water and otherwise treat them like slaves.

What separates a good leader from a terrible one? According to "MA ZHIZI," a good leader should have a growth thinking mode Q. A great leader should possess an ambitious mindset and the willingness to take action. A good leader will be motivated by desire to take more chances, to empower others to be more courageous and resilient, and to approach all challenges and hurdles with more positivity and optimism. Also, to be a good leader requires the ability to get a group of people to work together. On the leader's part, facilitating the building of bonds among members and underscoring the principle that everyone in a group has influence (Buchele Bonnie J 2011). The way we think when doing bravely can help us develop courage and the ability to handle all hazards with composure. Additionally, a good leader controls their temper and handles situations more carefully. The management will calmly address the personnel if they speak inappropriately in front of others. If the staff runs into difficulties, a competent leader will then consider the situation from their point of view. Good leaders may inspire people and are braver. When they run into difficulties, they won't give up; instead, they'll keep trying until they succeed. In contrast, the majority of terrible leaders lack critical thinking because they have a flawed understanding of the connection between personal beliefs and those of the entire society. They won't own their ignorance or acknowledge their limitations. They won't be intellectually true to themselves. Because they only see their own interests at the expense of innocent people, they will not listen to opposing viewpoints with an open mind or accept criticism of ideas and presumptions. Additionally, some bad leaders constantly believe that intimidating and threatening their employees will make them more vigilant and help them avoid mistakes. However, this kind of attitude would only fuel employees' discontent with the business. The fact that terrible leaders typically act dishonestly is emphasized. For instance, when interns work for the business, leaders will assign them particular tasks. They consequently fail to draw any lessons from it. You will be rewarded as long as you attain the objective; they will only draw large cakes for them. However, when the interns have finished their work The leaders took away their accomplishments.

Table 1 the difference r of good leader and bad leader

|   | Good leader                          | Reason                                                                                                                                    | Bad leader                           | Reason                                                                                                      |
|---|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 1 | Who are generous and kind            | The employer can provide the employees additional benefits, and because the leader treats the employees well, they are motivated to work. | Unable to control emotions           | Put the workforce under stress by having them do chores over the weekend.                                   |
| 2 | Always encourage staff in the public | It might make people feel good and motivate employees to support his effort.                                                              | Don't give staff money               | Divide a person into several pieces ,unless the staff leave the office that the leader give the staff money |
| 3 | Teach staff experience               | It can make staff learn more professional knowledge                                                                                       | Frustration education like the "pua" | The crowd is unruly and likes to display its leader's disposition by constantly disparaging others.         |

|   |                                |                                                                                                                                 |              |                                                                                                                                                              |
|---|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4 | Long term vision and ambitious | The leader always has a specific objective in mind that can bring in money and help the company advance in terms of its vision. | Not training | No sharing or instruction, yet the leader wants to identify and cultivate people's talents                                                                   |
| 5 | Care about staff               | Reassure the people                                                                                                             | Confident    | The leader never understands crucial issues and disregards significant hazards because the boss looks down on everyone and puts themselves in the spotlight. |

According to Carnegie Mellon University, just 15% of a person's success is determined by their knowledge and abilities, while 85% is determined by their capacity for effective communication, their capacity for eliciting passionate responses from others, and their capacity for self-expression. Indeed, those who are adept at communicating are frequently admired, cherished, and helped. As a result, the effective leaders communicate in high-context cultures. Many effective leaders speak with more tact. They won't make anyone feel uncomfortable in front of others, and their conversational style will put you at ease. We will therefore discover that they have a higher chance of success than regular persons in business. Good leaders appreciate their staff members rather than treating them as inferiors when speaking. People will experience closeness through this form of communication, and they will learn to put themselves in the other person's position. As a result, they will be more careful in their talk and avoid any topics that could be harmful to others. A competent leader will not always hang on even if the opposition does have flaws; instead, they will highlight their advantages. Therefore, it falls under internal motivation. Good leaders use motivational strategies include rewarding staff with honorary titles when they perform very well at work to highlight the company's appreciation of their efforts. It will soothe them and encourage them to strive for a better life in the future. The leaders will reward them for their hard work, which will increase their effectiveness for the organization.

### 3. Conclusion

Consequently, " leadership is lifting a person's vision to high sights ,the raising of a person's performance to a higher standard ,the building of a personality beyond its normal limitations" (Charlotte Baker2019) good leaders share common characteristics, such as trying not to harming subordinates' emotions and giving constructive feedback instead of harshly criticizing people. Specifically in Asian countries, people advocate the collectivism, and put the groups' benefits on the top agenda, so that they may be inclined to give implicit feedback. However, it's hard to give a generalized answer in different scenarios, for there is no cutoff line between good leaders and bad leaders. For example, some bad leaders with very low working ethics/moral standards, make huge amount of money, due to launching the right product in the blue ocean. All in all, leaders are obliged to adjust their communication styles to adapt to different settings.

### References

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