Abstract

The present study examined the relationship between personality and motivation in predicting leadership emergence. One hundred and forty three university students (65 males and 78 females) aged from 18 to 25 participated in this study. Participants completed a questionnaire consisting of the Social Potency and Interpersonal Relatedness factors in the Cross-Cultural (Chinese) Personality Assessment Inventory-2 (CPAI-2), Motivation to Lead (MTL) and questions about current leadership experience. Results demonstrated that Social Potency and Motivation to Lead were predictors of leadership emergence, while motivation was a better predictor of leadership emergence than personality. There was gender difference in the patterns of predicting leadership emergence.