

Evaluation of Leadership Styles among Medical Girl Students- An Observational Study

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ABSTRACT

Becoming an efficient leader is one of the essential qualities to be imparted by a medical student which has also been emphasized in the new Competency Based Medical Education. Developing leadership competencies among the medical students particularly girls, directs them to drive and reform the health care systems. The present study determines the evaluation of the Goleman's 6 types of leadership styles among girls pursuing MBBS. A total of 129 girl students participated in the study. Google forms were shared with them that included demographic data and a Questionnaire for leadership style with 36 questions. There was no question revealing their identity. They were asked to understand each question and answer accordingly. Scores were analyzed. The results were graphically represented and studied for the occurrence of different leadership styles. Democratic leadership was most common type observed in 42 girls (38.8%) followed by visionary type in 27 girls (25%). The least common type of leadership was commanding type reflected in only 3 students (2.7%). Score from 21 students was interpreted and was found to have combined leadership styles. Democratic type was the most common combination observed in 13 students. The present study reports the different types of leadership styles among girls from north coastal Andhra Pradesh. As the number of girls choosing medical profession is on the rise, it is necessary to understand the prevalence of different leadership styles and to motivate them to impart the perfect style suitable for the situation. The study group were addressed after the evaluation and results explained. They were motivated to mould themselves and learn to adapt to the circumstances they face in the future as medical health professionals.

KEYWORDS: Leadership styles, medical girl students, health care, democratic, visionary

INTRODUCTION

Leadership is one among the five roles proposed by the new competency based medical education to be accomplished to become an Indian medical graduate. Imparting leadership skills by the medical graduate has been greatly emphasized in the new curriculum. Efficient leadership is essential for teamwork among health care professionals to manage the situations or to bring out reforms. Sriratanaban et al⁽¹⁾ states that extracurricular activities play a role in imparting leadership skills. A study by Saxena et al⁽²⁾ describes that different leadership styles should be practiced to develop the efficient leadership skills. Daniel

Goleman had put forth six types of leadership styles- democratic, visionary, commanding, pace setting, affiliative and coaching. The circumstances determine the way of leadership style to be followed. It is a specialized skill that has to be learnt by understanding all types of leadership styles. Nizami⁽³⁾ did a study on the leadership styles among medical professionals. Quince et al⁽⁴⁾ elaborated on qualitative aspects of leadership in the undergraduates. Literature is scanty on the prevalence of different leadership styles among medical students from northcoastal Andhra Pradesh. Hence this study has been done.

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MATERIALS & METHODS

The theme of the study was explained to the students across all the phases of MBBS. Only girl students were asked to participate in the study. Identity was kept anonymous. 129 girl students consented to take part in the study. A link for the Google form was shared with them that included demographic data and a Questionnaire for leadership style with 36 questions. They were asked to read the questions thoroughly and answer. The results were evaluated and represented graphically.

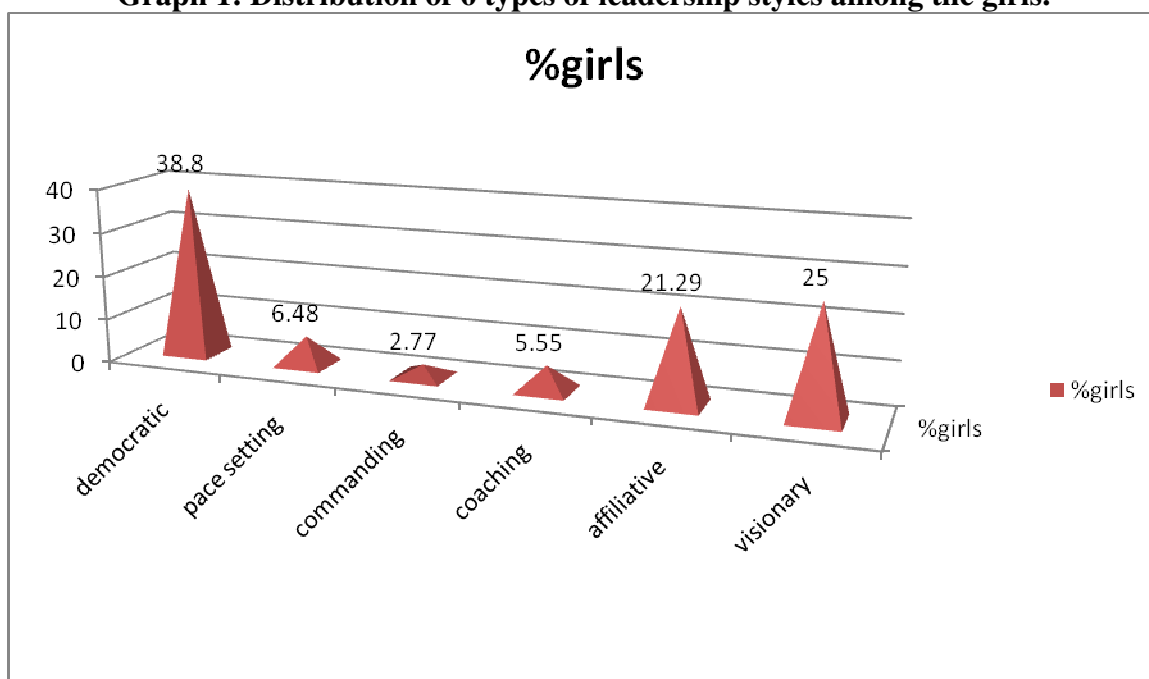
RESULTS

Daniel Goleman described 6 types of leadership styles – Democratic, Visionary, Commanding, Pacesetter, Affiliative and Coaching Type. Out of 129 girl students, score from 108 students was analysed to have a single type of leadership style.

21 girl students were found to have a combination of leadership styles.

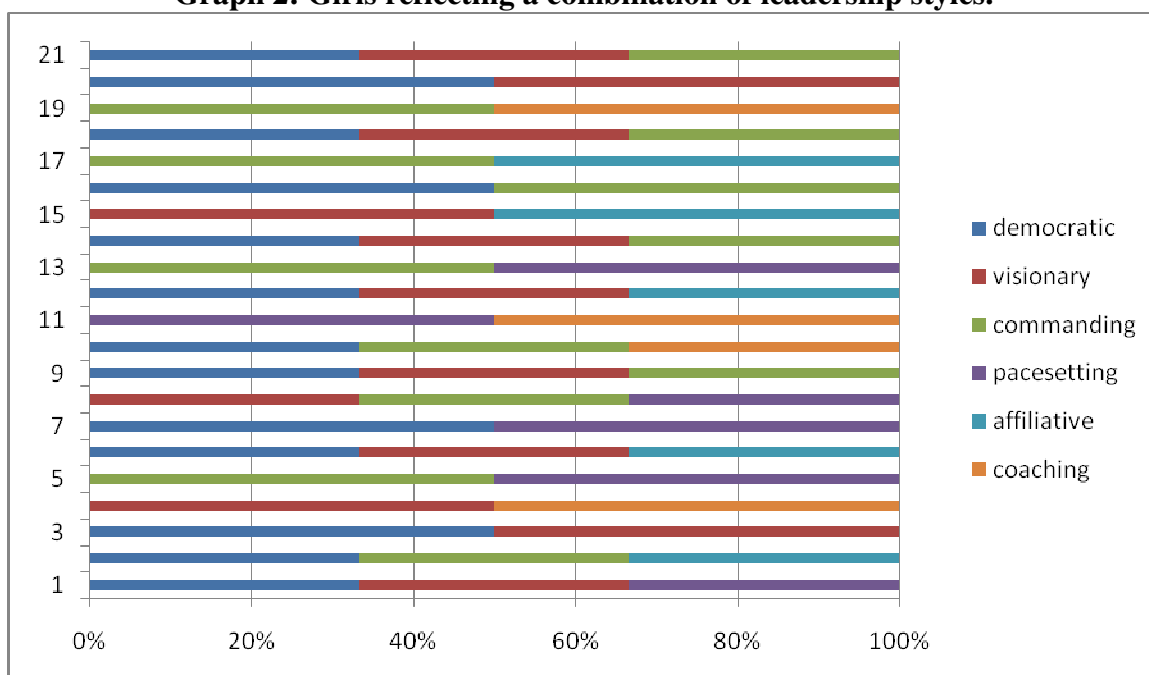
The following graphs illustrate the results of the study.

Graph 1: Distribution of 6 types of leadership styles among the girls.



Most common type was democratic leadership style followed by visionary type. The least common was commanding style.

Graph 2: Girls reflecting a combination of leadership styles.



DISCUSSION

Daniel Goleman described six types of leadership styles. Democratic style focuses on collaboration. Visionary or authoritative style is where the leader is inspiring and move his team towards a common goal. The coaching style leader connects people's goals with the organisation's goals. Affiliative leadership promotes harmony among the team members. Pacesetting leadership insists on performance and meeting goals. Commanding leadership as implied orders or commands the team members and under tight control. The present study evaluated these leadership styles prevailing among the medical girl students. Chapman et al⁽⁵⁾ explained about the patterns implications of the senior medical leaders. Samara et al⁽⁶⁾ studied about the impact of leadership skills in case based scenario. Neeley et al⁽⁷⁾ made a national survey on leadership education. Medical students need to develop efficient leadership skills to face the present situations which may be adverse. This has been highlighted in the new Competency Based Medical Education. Webb et al⁽⁸⁾ did research on the best practices to be followed in leadership training. The present study demonstrates the distribution of leadership styles among girl students from north coastal Andhra Pradesh who are now opting the medical profession. It has been observed that democratic style is the most common and commanding style is the least common style. There is a considerable percentage of students who reported combined leadership styles.

CONCLUSION

Distribution of Daniel Goleman's Leadership styles among medical girl students of north coastal Andhra Pradesh were evaluated by a questionnaire based study. Democratic style was the most common type reported followed by visionary type. The least common style was commanding type.

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