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argue that effective leaders share a number of common personality characteristics or traits early trait theories said that leadership is an innate instinctive quality that you do or don t have this article reviews and evaluates major theories of leadership and summarizes findings from empirical research on leadership major topics and controversies include leadership versus management leader traits and skills leader behavior and activities leader power and influence situational determinants of leader behavior situational key features a consistent chapter structure outlines each approach how it works and the major studies behind it followed by an analysis of the strengths and criticisms for each approach three case studies in each chapter help students to apply leadership theories in real world scenarios in order to become an effective leader it is helpful to understand the core leadership theories and the leadership styles that emerged from these theories how they evolved and how to 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