



Organizations and Leadership

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Psychology of Leadership

The background is a dark blue gradient. In the upper left, the words 'INSIDE' and 'US' are faintly visible in a large, bold, sans-serif font. On the right side, there is a stylized illustration of a human head in profile, facing right. Inside the head, a brain is depicted with a network of glowing blue and purple lines, suggesting neural activity or thought processes. Several parallel, glowing blue lines with small dots at the end extend from the brain area towards the right edge of the frame.

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NINE TEAM ROLES

Psychology of leadership



Pioneer
Networks



Team player
Improves teamwork,
mediates



Perfectionist
Avoids
mistakes



Coordinator
Coordinates
resources

Implementer
Implements
plans



Innovator
Provides
new ideas



Specialist
Has expertise
and knowledge



Doer
Overcomes
obstacles

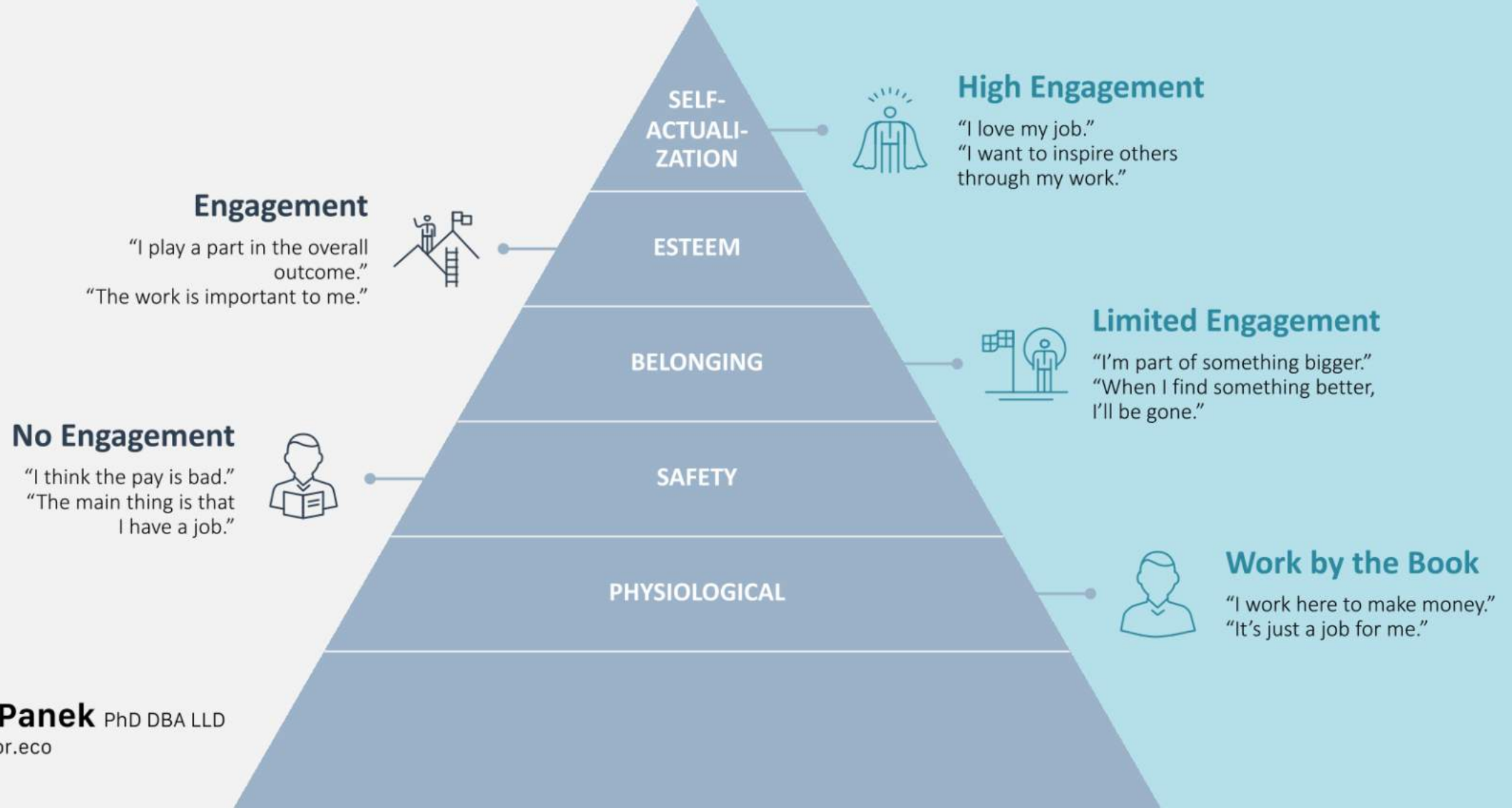


Observer
Checks
practicality



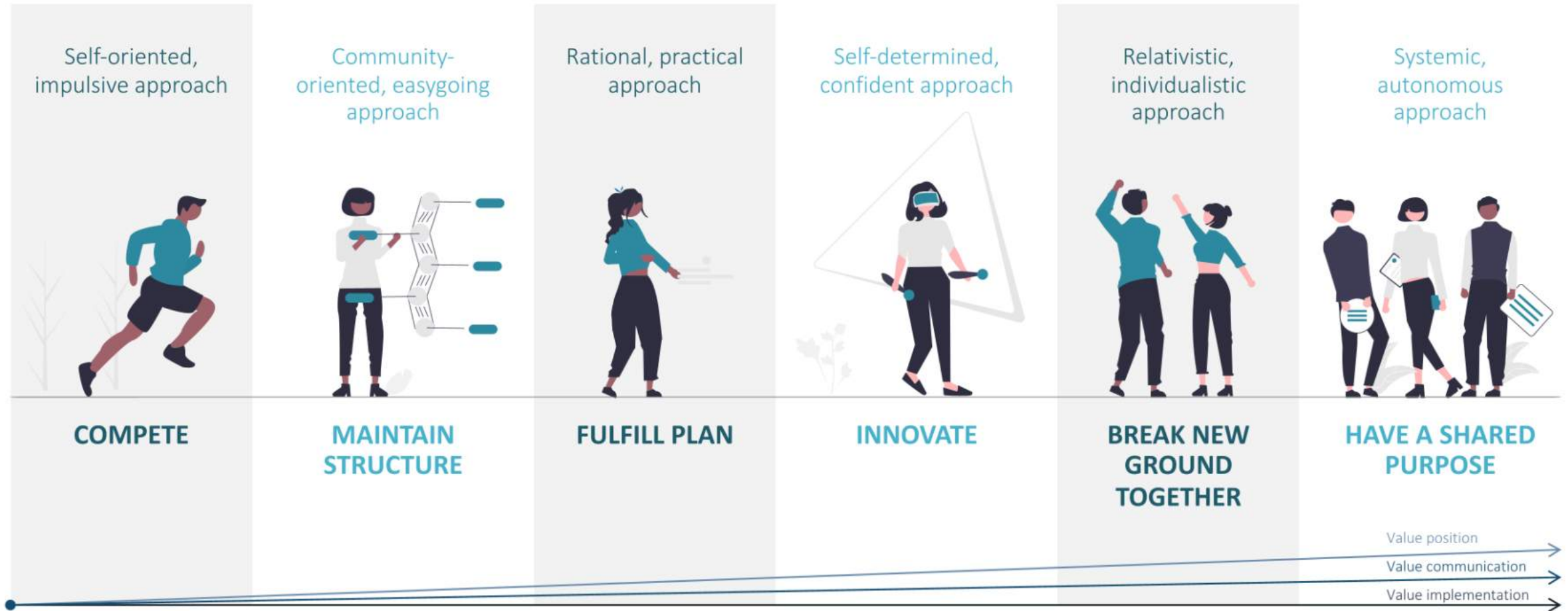
HIERARCHY OF NEEDS FOR TEAMS AND LEADERS

Psychology of leadership



VALUE MODEL

Psychology of leadership

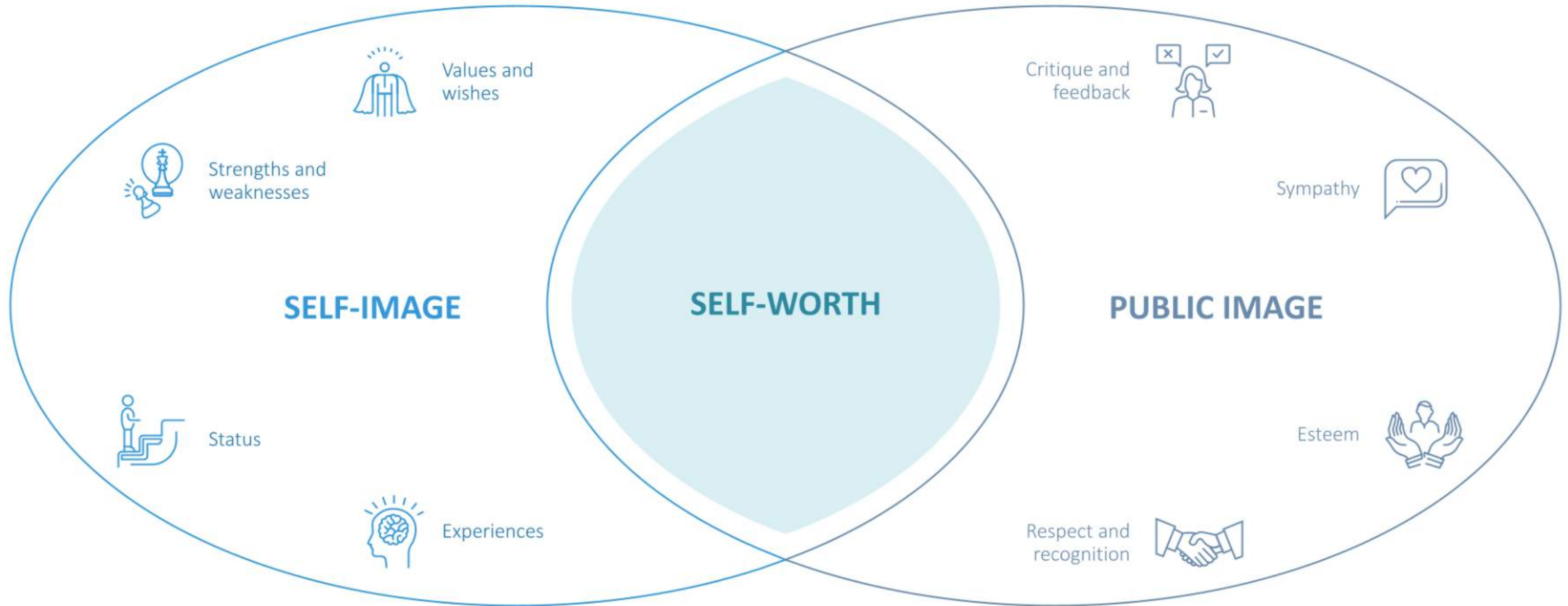


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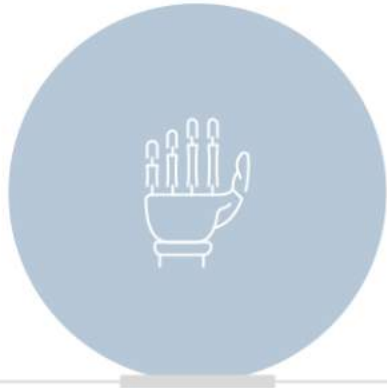
SELF-IMAGE VS. PUBLIC IMAGE

Psychology of leadership



LEADERSHIP MOTIVES

Psychology of leadership



POWER

(INFLUENCE VS.
LOSS OF CONTROL)

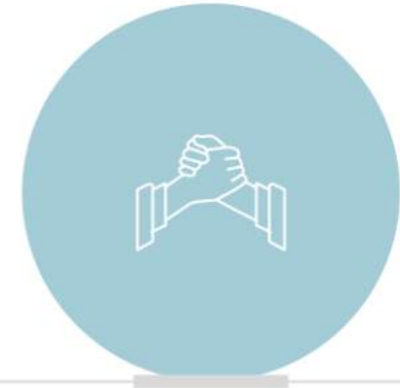
"I like to hold the reins."



ACHIEVEMENT

(SUCCESS VS.
FAILURE)

"I always strive to
improve myself."



AFFILIATION

(ACCEPTANCE VS.
REJECTION)

"I work better and
prefer to work with other
people than alone."

LEADERSHIP MOTIVATION

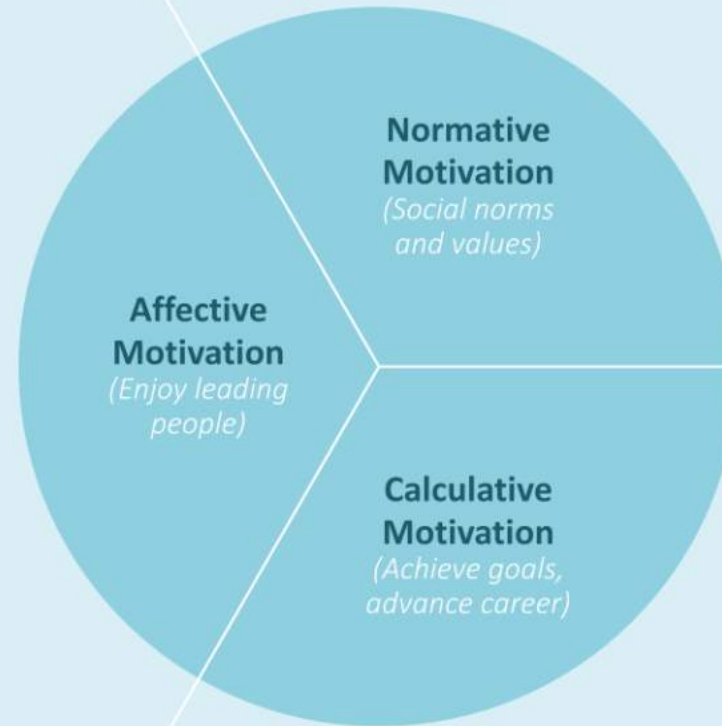
Psychology of leadership

MENTORING:

Support and encourage others

RESPONSIBILITY:

For other people and tasks



VALIDATION:

Reputation, prestige, recognition

SHAPING:

Changing and shifting things and situations

AUTONOMY:

Working and deciding independently

GROWTH:

Curiosity to try things out and develop further

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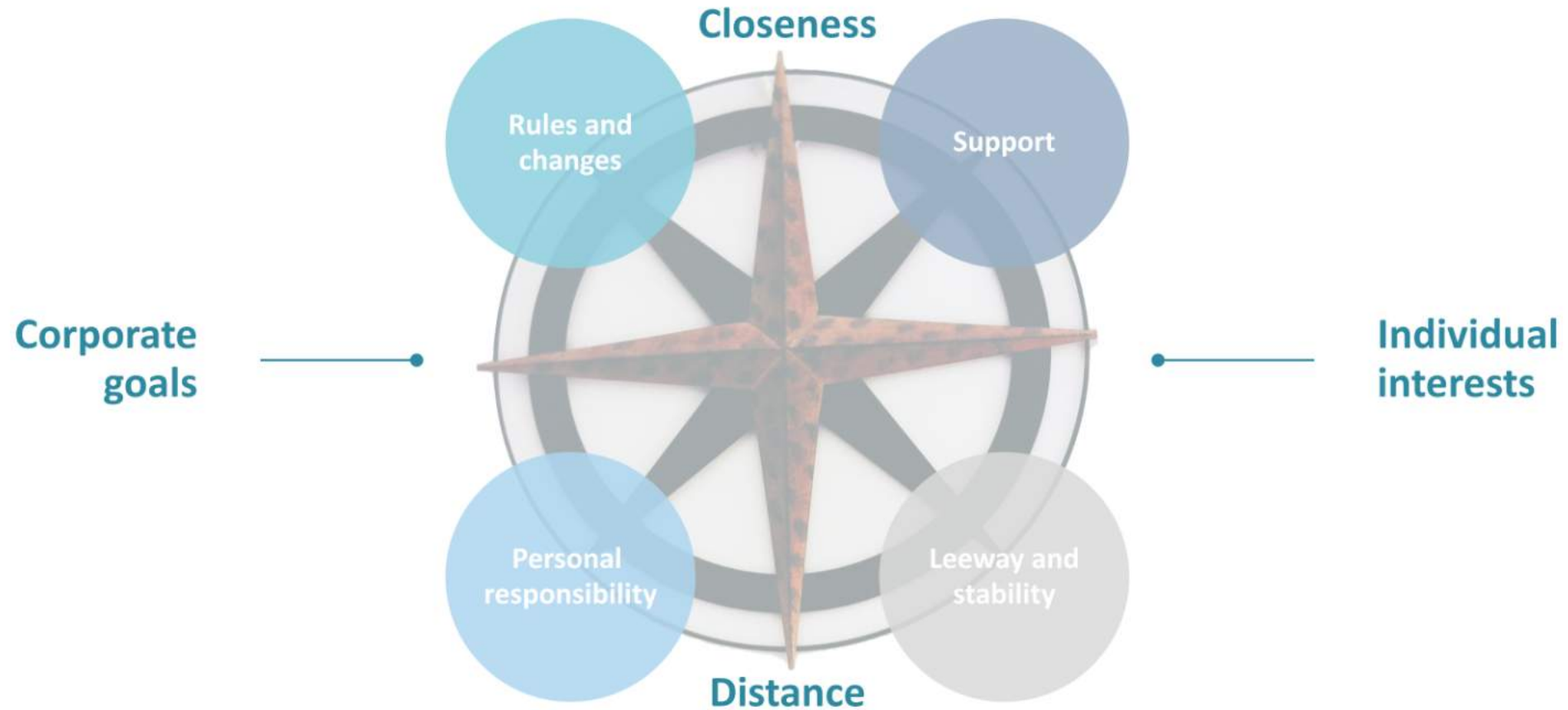
VALUE TARGET

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CONFLICTING PRIORITIES IN LEADERSHIP

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EMOTION MATRIX

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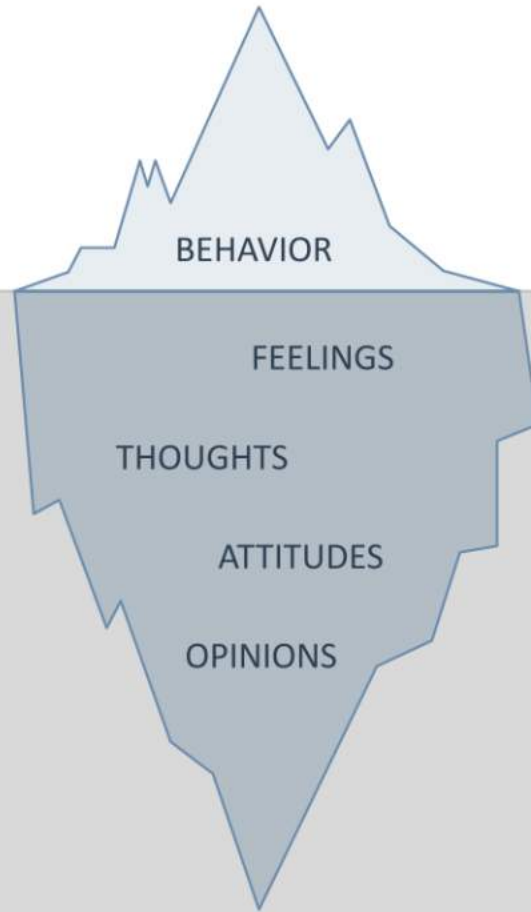
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ICEBERG MODEL

Psychology of leadership

**Relationship conflicts
are often hidden behind
factual conflicts.**

Leaders need to recognize this
in their conflict management.



1/7

Factual Level
visible

6/7

Relationship Level
hidden

RELATIONSHIP PYRAMID

Psychology of leadership

