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How to Study the Efficacy of Leadership: A Research Framework Proposal



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INTRODUCTION

Leadership represents a **major topic** within social and behavioral sciences, and several theoretical approaches and intervention proposals have been focused on studying and stimulating the ability of individuals to lead others.

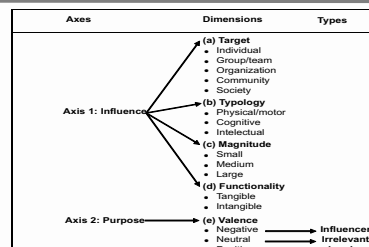
However, there is the need to clarify how to **conceptualize** and analyze **leadership efficacy**.

Goals

- Defining the **concept** of leadership and leadership efficacy;
- Proposing the **Efficacy of Leadership Research Framework** as a tool to better understand the concept of leadership efficacy;
- Discussion of **implications** for future research of leadership efficacy.

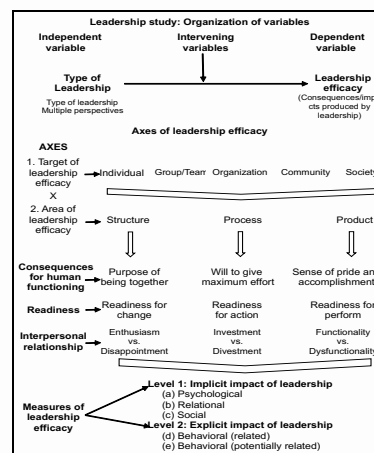
Leadership | Concept

Process of **influence** exerted by the leader onto others (such as individuals or members of groups/teams, organizations, communities, or even societies), sustained by **common and positive ideals** that can lead all people involved to a **better situation** than the one predating the leader's influence.



Efficacy of Leadership Research Framework

Leadership efficacy refers to the **multiple** (positive or negative) impacts of leaders on others that can occur along **two axes**: the target and the area of leadership impact.



Indicators to Determine the Leadership Efficacy

The **number** of efficacy indicators can reach **15** when the **five targets** of leadership impact and **three areas** of leadership impact are considered.

1. Targets of leadership impact	x	2. Areas of leadership impact	=	Measures of efficacy impacts	=	Total of efficacy indicators
A. Individual B. Group/Team C. Organization D. Community E. Society		Structural impact Process impact Product impact		Level 1: Implicit impact of leadership Level 2: Explicit impact of leadership		A = 3 B = 3 C = 3 D = 3 E = 3 Total 15



Conclusion

Studying the **efficacy** of leadership remains a central topic of research due the need of knowing the differential impacts on leadership targets (individuals, groups and teams, organizations, communities, and societies) and leadership area (structural impacts, process impacts, and product impacts).

Funding

REPÚBLICA
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Este estudo foi desenvolvido no Centro de Investigação em Psicologia (CIPsi; PSI/01662), da Escola de Psicologia, da Universidade do Minho, e foi financiado pela Fundação para a Ciência e a Tecnologia (FCT; UID/01662/2025), através do Orçamento do Estado. O Centro encontra-se registada com o DOI: <https://doi.org/10.54499/UID/01662/2025>.