

## **Empirical tests of a unified leadership theory: Multi-method studies of leader effects on loyalty, trust, aspirations, community and performance**

Drawing upon a series of multi-method studies, this presentation will report on some preliminary tests of a theoretical framework for understanding how different dimensions of leader behavior influence specific followers responses. Studies discussed include: field surveys and experimental studies of how specific leader inspirational behaviors influence follower goal raising and performance; a qualitative study of how leader contextual behavior help to build a positive sense of community; and an analysis of how specific leader behaviors are synthesized to form a general impression of leader effectiveness. Implications will also be discussed regarding future research and practice.

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