Data Set
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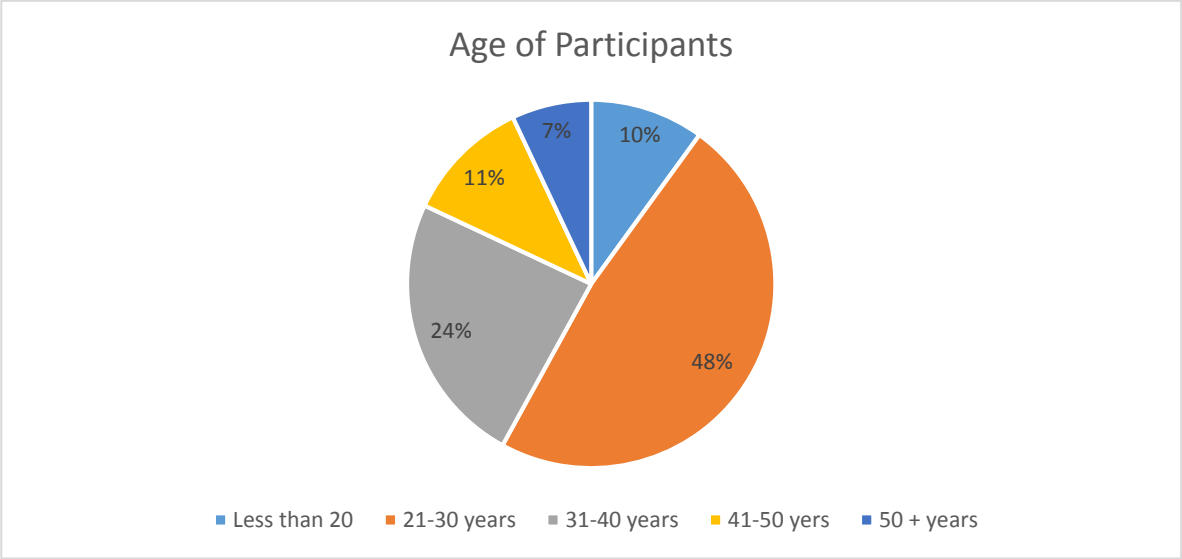
The impact of leadership personality on team performance in community projects in a selected distric

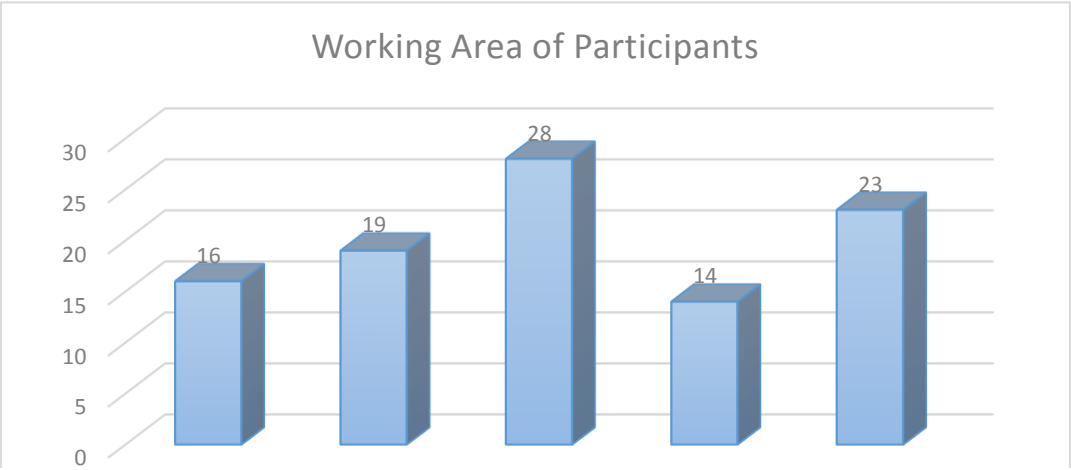
Age of participants

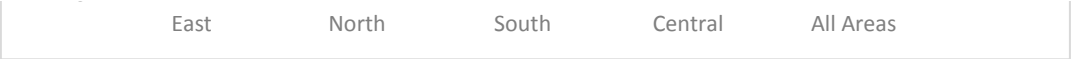
Age range	Age
Less than 20	10
21-30 years	48
31-40 years	24
41-50 yers	11
50 + years	7



Working Area

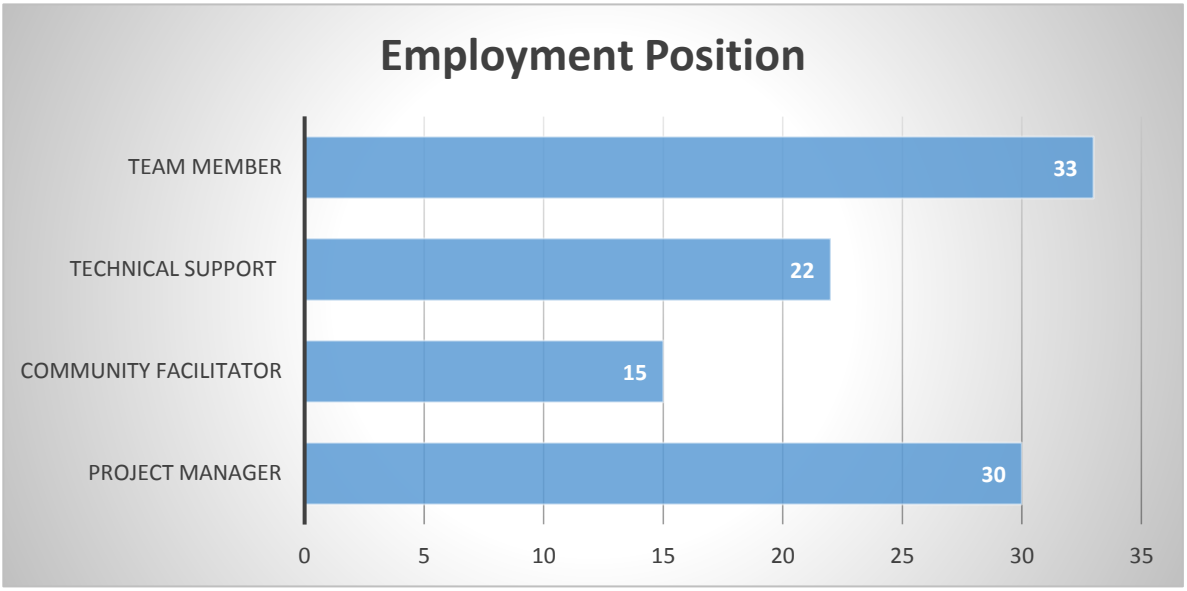
Working Area	Number of Respondents
East	16
North	19
South	28
Central	14
All Areas	23



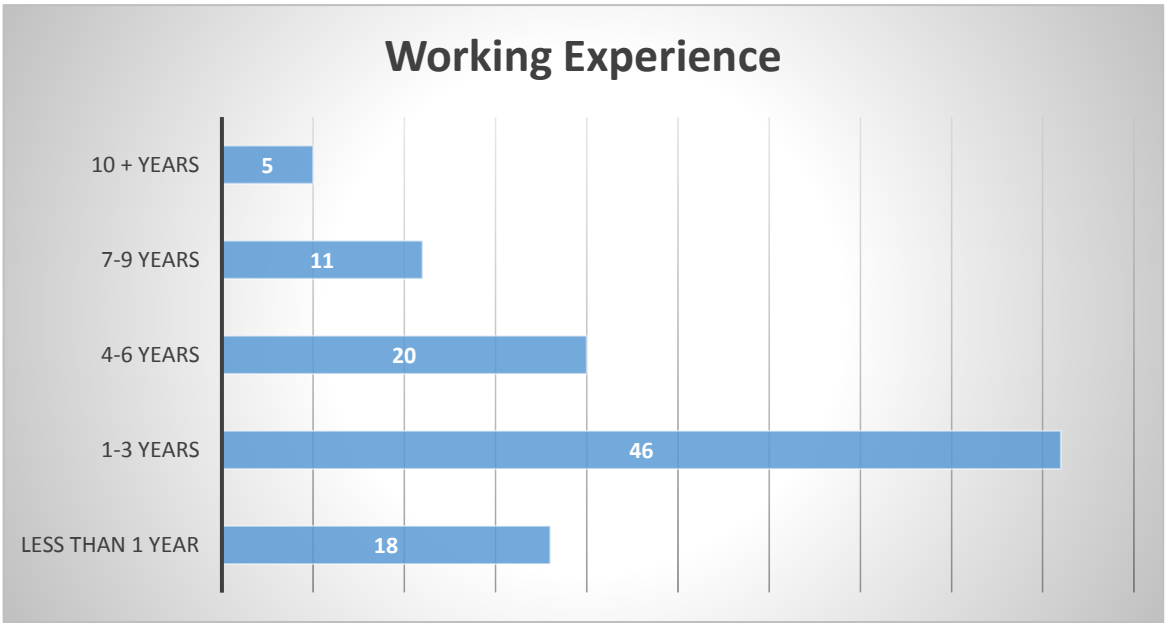


Employment Position

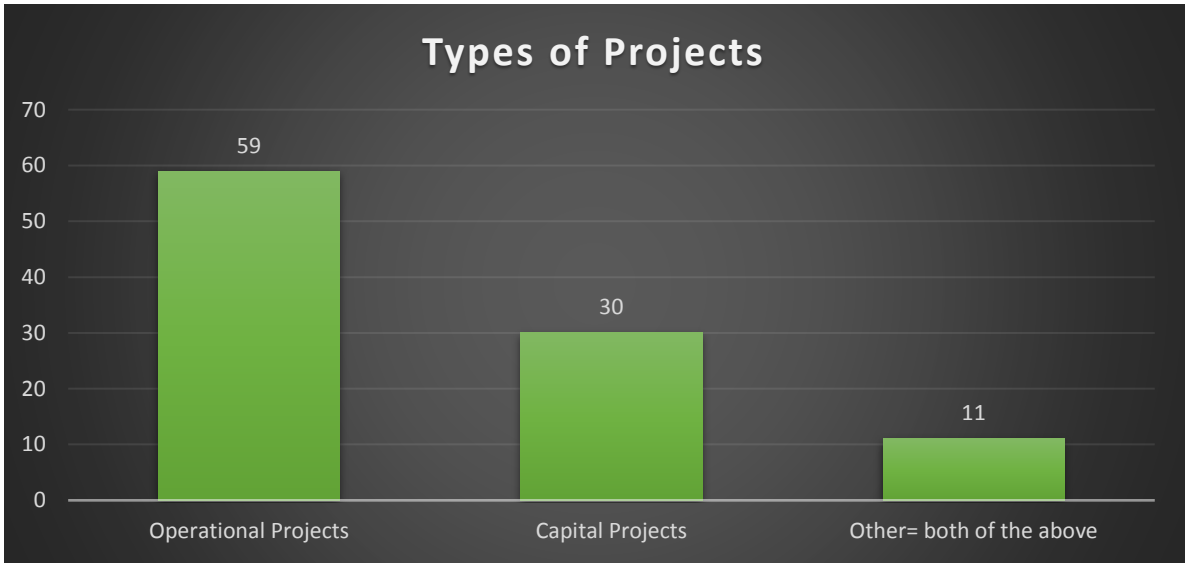
Employment Position	Number of Participants
Project Manager	30
Community Facilitator	15
Technical Support	22
Team Member	33



Working Experience	
Less than 1 year	18
1-3 years	46
4-6 years	20
7-9 years	11
10 + years	5



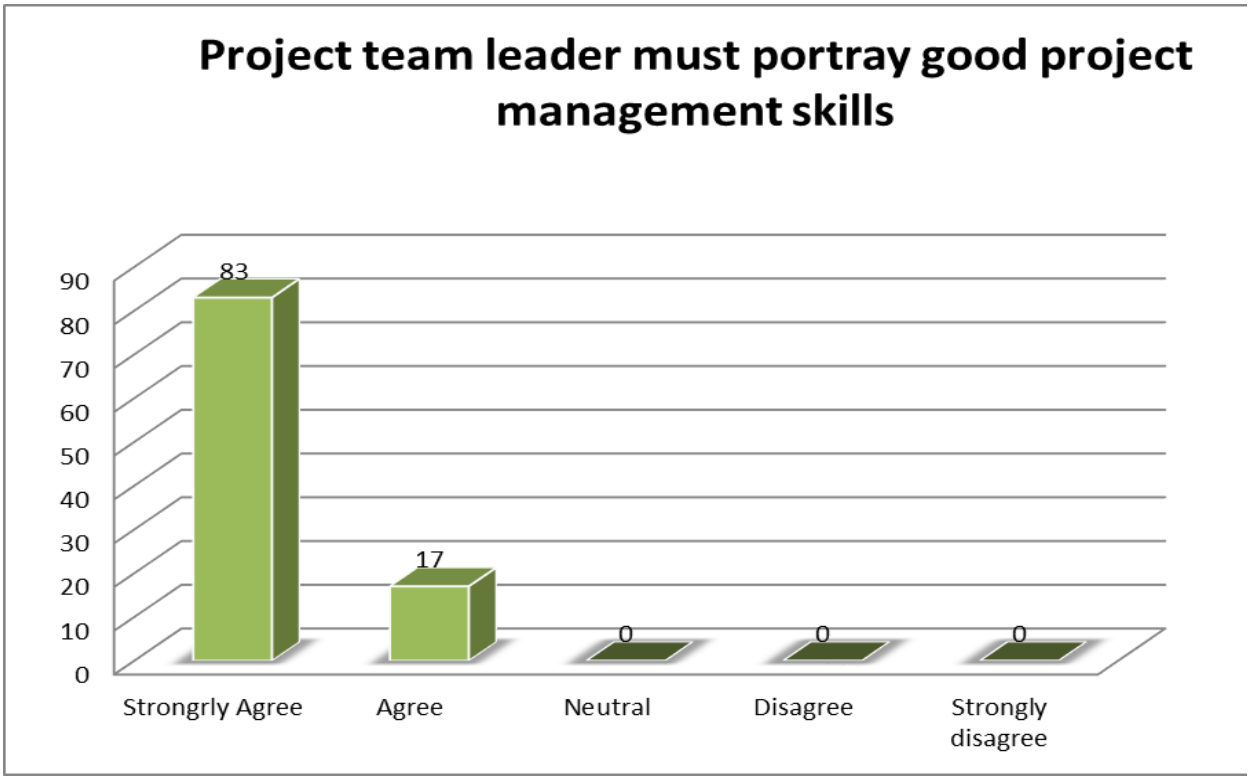
Types of Projects	
Operational Projects	59
Capital Projects	30
Other= both of the above	11



Team leader's personality has an impact on project success	
Strongly Agree	53
Agree	36
Neutral	8
Disagree	1
Strongly Disagree	2

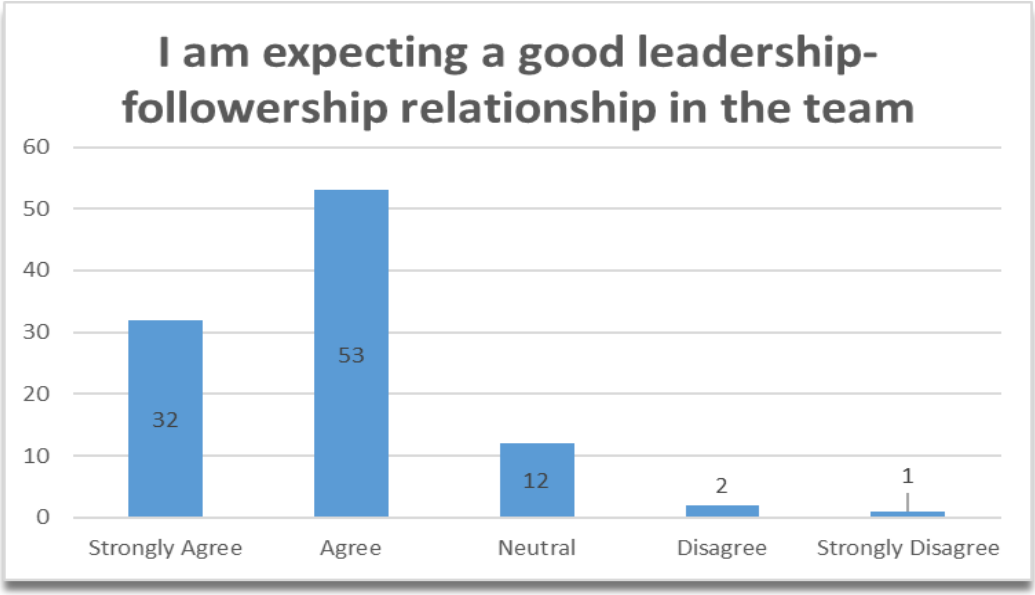
A project team leader must be a good communicator	
Strongly Agree	74
Agree	25
Neutral	1
Disagree	0
Strongly Disagree	0

Project team leader must portray good project management skills	
Strongly Agree	83
Agree	17
Neutral	0
Disagree	0
Strongly Disagree	0

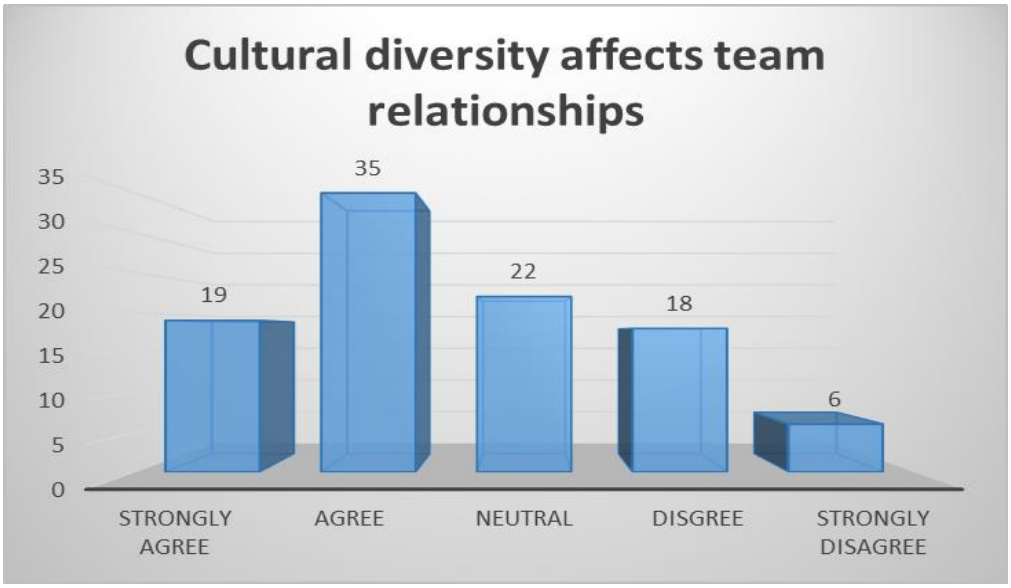


I am expecting a good leadership-followership relationship in the team	
Strongly Agree	32
Agree	53
Neutral	12
Disagree	2

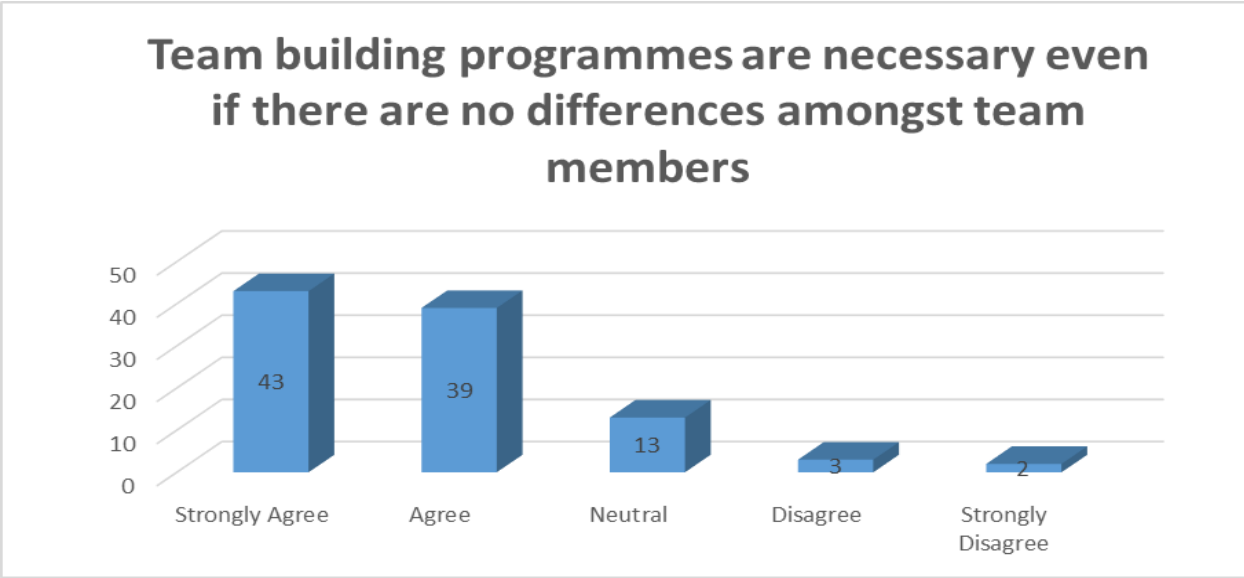
Strongly Disagree	1



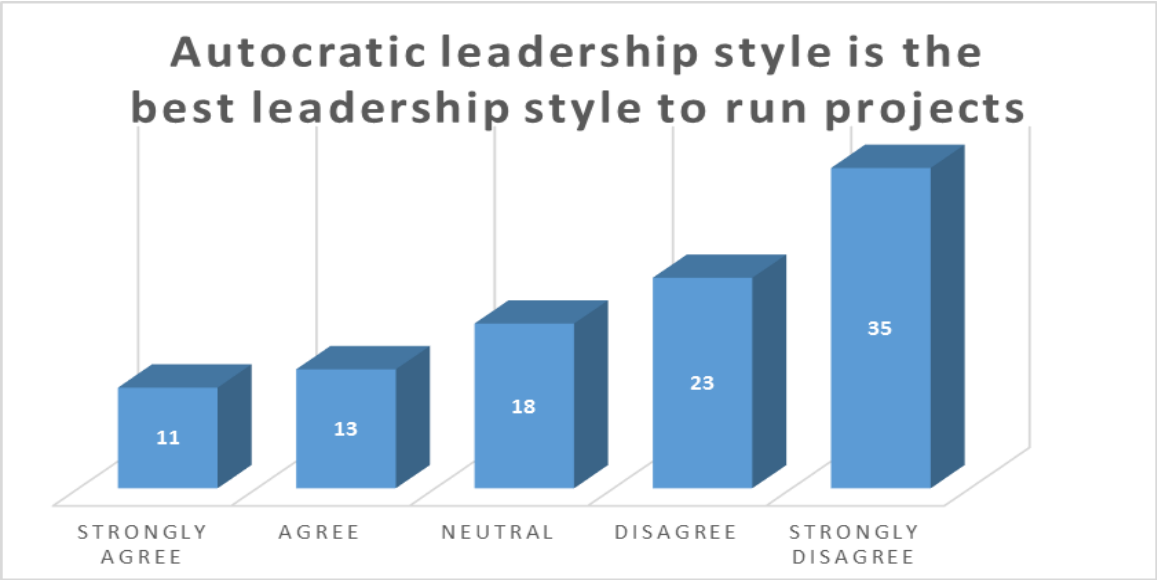
Cultural diversity affects team relationships	
Strongly Agree	19
Agree	35
Neutral	22
Disagree	18
Strongly Disagree	6



Team building programmes are necessary in a team even if there are no differences amongst team members.	
Strongly Agree	43
Agree	39
Neutral	13
Disagree	3
Strongly Disagree	2

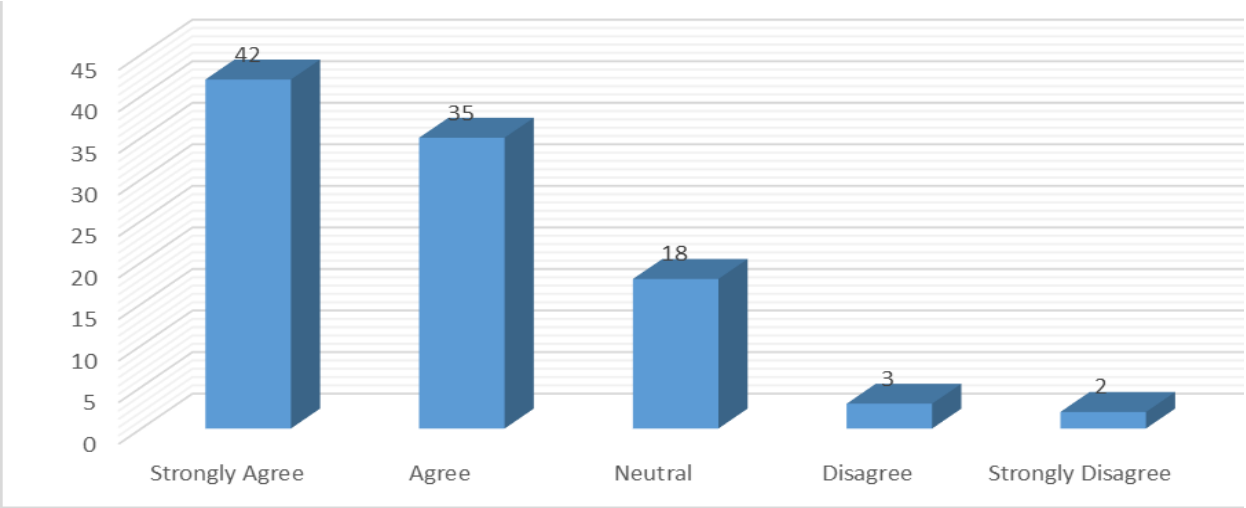


Autocratic leadership style is the best leadership style to run projects	
Strongly Agree	11
Agree	13
Neutral	18
Disagree	23
Strongly Disagree	35

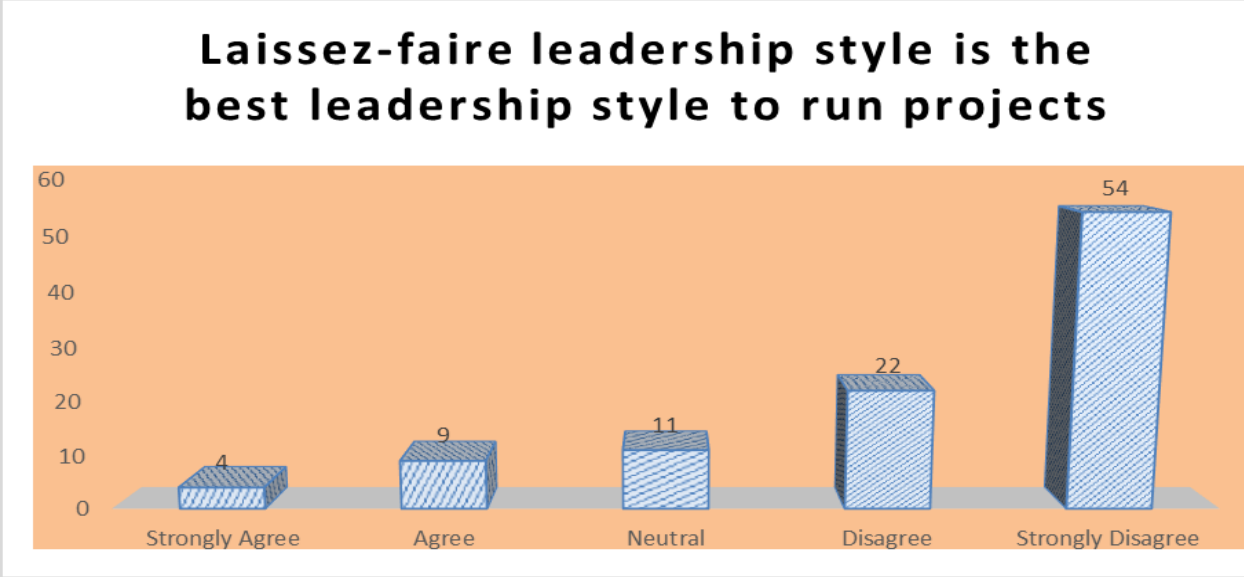


Democratic leadership style is the best leadership style to run projects	
Strongly Agree	42
Agree	35
Neutral	18
Disagree	3
Strongly Disagree	2

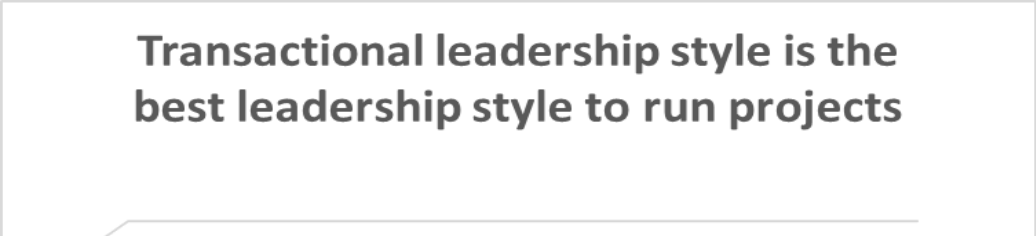
Democratic leadership style is the best leadership style to run projects

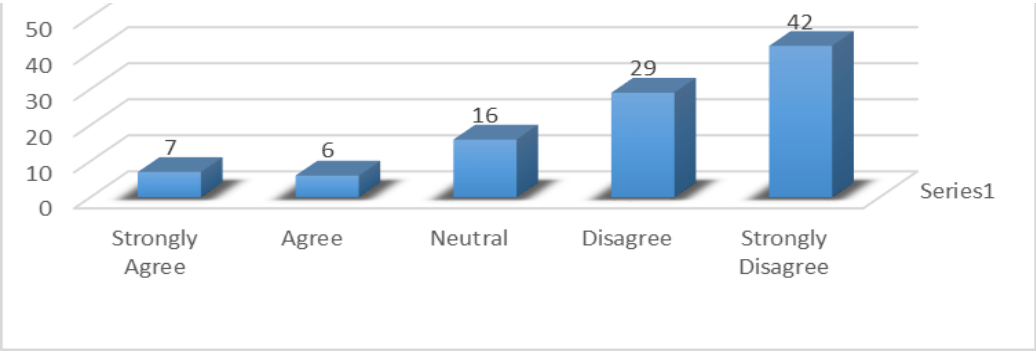


Laissez-faire leadership style is the best leadership style to run projects	
Strongly Agree	4
Agree	9
Neutral	11
Disagree	22
Strongly Disagree	54

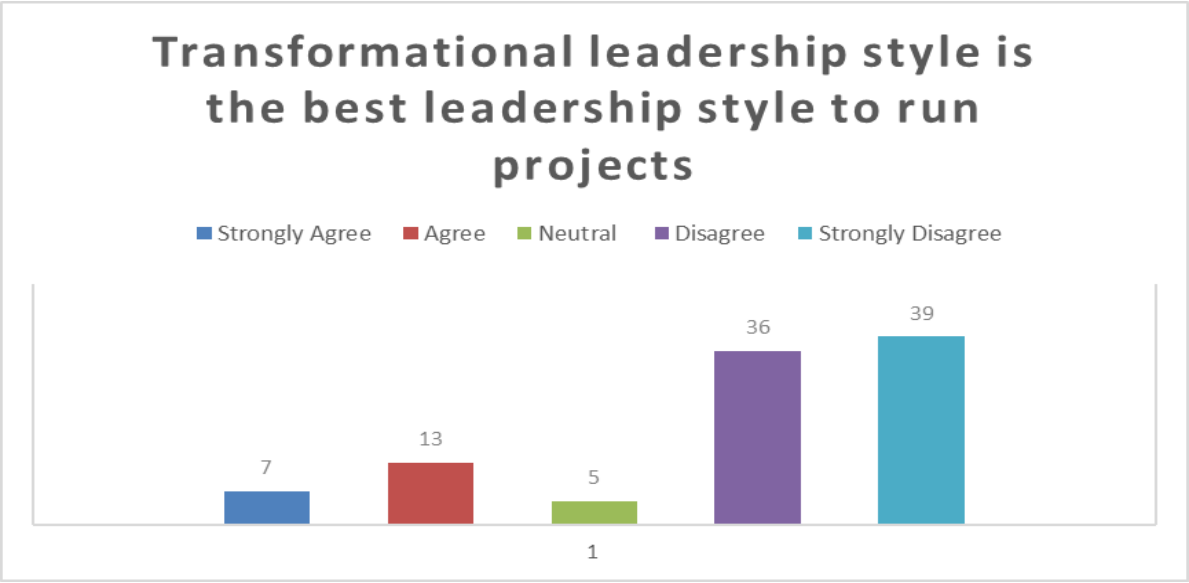


Transactional leadership style is the best leadership style to run projects	
Strongly Agree	7
Agree	6
Neutral	16
Disagree	29
Strongly Disagree	42





Transformational leadership style is the best leadership style to run projects	
Strongly Agree	7
Agree	13
Neutral	5
Disagree	36
Strongly Disagree	39



List important comments you would like to make about your experience in project teams and project

No.	PARICIPANTS RESPONSES
1	Democratic leadership style is the best, because the leader includes the workers when making a decision, so they do not feel left out or like they are just given orders. This also helps workers to grow in experience.
2	Project leader personality has an impact on project success. A leader with a good personality runs successful projects. Projects do not only fail because of lack of financial resources, they also fail because of wrong project leadership. A leader with bad personality leads a badly performing team.

3	Leadership is at the center of project success.
4	All leadership styles can be used, depending on circumstances prevailing in that particular project.
5	Good project communication results in good and happy project teams. Happy project teams deliver successful projects.
6	Project leaders must be willing to attend to every individual in the team. Team members' problems must be resolved as they affect project progress
7	A leader has to be patient.
8	A project leader has to be emotionally intelligent.
9	Team members perform reluctantly due to the bad personality of their team leader.
10	Meeting deadlines should be a primary goal in all projects involved. Delivering the best outcome and allowing team members to have an input in the process are also important.

Ideal leadership traits for the organisation's leaders

No.	PARTICIPANTS RESPONSES
1	Must delegate some of the tasks to the workers, it will make them prove their capabilities and feel good.
2	Visionary
3	Be a good communicator.
4	Time management.
5	Good listener.
6	Humility
7	Good communicator, leader, organizational skills.
8	Democratic, transformational, communication.
9	Leadership skills.
10	Team-building skills.
11	Honesty and integrity.
12	Problem-solving skills.
13	Neutrality during discussions and no favouritism.
14	Trustworthy, accountable, sensitive.
15	Good decision-maker.
16	Technical expertise.
17	Good negotiation skills.
18	Must have stakeholder management skills.
19	Good motivator.

20	High level of competence.
21	Passionate.
22	Critical thinker.
23	Intelligent.
24	Confidence.
25	Empathy. Resilience.

Ideal changes to project teams

No.	PARTICIPANTS RESPONSES
1	Good communication in the entire organization including project teams.
2	Analytic ability.
3	Forecasting ability.
4	Democratic leadership style, sharing responsibilities.
5	Team building programmes.
6	Fairness.
6	Unity.
7	Proactive, positive mindset, goal/vision oriented.
8	Accountability and transparency.
9	Patriotism and high confidence.
10	Autonomy allows teams to produce quality results; it important that top managers allows team to have work discretion within the organizations.
11	Management that supports /encourages all employees or team members to formulate innovative ideas.
12	Rewards or motivation for teams who perform beyond expectations.
13	Ethical and professional.
14	Respect.
15	Team work and assistance.
16	Development of individuals.
17	Better attendance of meetings.
18	Sharing of knowledge and rotation of leadership roles.
19	Management ability to quickly deal with bottlenecks.
20	Management and team leader to lead by example.
21	Shared resources.
22	Dedicated teams.
23	Make key people available to projects.
24	Prioritize project objectives.
25	Clearly set project goals and objectives.
26	Prioritize human resource safety.
27	More effective and efficient team support system.
28	Job security.

29	Prior planning.

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Series1

leader personality