**Pseudo-transformational Leadership**

**Names**

**Department**

**Course Code and Name**

**Instructor's Name**

**Date**

**Pseudo-transformational Leadership**

Pseudo-transformational leadership is a term used in reference to the leaders who misuse their influence, inspiration, as well as appeal with the objective of manipulating their followers such that they can maximize their personal gains (Christie et al., 2011). Similar to the authentic transformational leadership, the pseudo-transformational leadership also comprises of four leadership behaviors, which are the four I’s that include idealized influence and inspirational motivation, as well as intellectual stimulation along with individualized consideration. However, it should be noted that pseudo-transformational leadership is the complete opposite of transformational leadership. Therefore, in regard to idealized influence, such leaders turn out to be immoral and representatives of the antithesis of integrity, hence differently from transformational leaders they cannot be role models. Concerning inspirational motivation, given that the pseudo-transformational are immoral and lack ethical values they make use of deception and false promises to motivate their followers.

Regarding intellectual stimulation, pseudo-transformational leaders expect the followers not to question their proposals and religiously follow their order instructions thus preventing the development of the culture of innovation among their followers. Lastly, in terms of individualized consideration, such leaders prefer blind obedience and unlike the transformational leaders, who are great mentors the pseudo-transformational leaders turn out to be poor mentors (Northouse, 2018). Instead of focusing on mentoring, they simply showcase their might. Based on the just mentioned elements the pseudo-transformational leaders succeed in inspiring, as well as threatening their followers’ welfare by motivating the followers through the use of deception, as well as false promises, mostly opting to substitute self-indulgent emotionality for logic. Such leaders' self-interest turns out to be potentially harmful to the welfare of their followers in that they are highly likely to choose protecting themselves at the expense of their followers in the event a certain crisis emerges within the organization.

**References**

Christie, A., Barling, J., & Turner, N. (2011). Pseudo‐Transformational Leadership: Model Specification and Outcomes 1. *Journal of Applied Social Psychology*, *41*(12), 2943-2984.

Northouse, P. G. (2018). Leadership: Theory and Practice (8th ed.). Thousand Oaks, CA: SAGE.