

## THE ROLE OF ADULT ATTACHMENT AND PERCIEVED PARENTAL STYLE IN SHAPING LEADERSHIP BEHAVIORS

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### **Abstract:**

The purpose of the current research is to examine the role of both attachment and parental styles in shaping leadership behavioral patterns. Research predictions were that childhood perceived parental experiences will be associated with attachment style, and that both perceived parental and attachment styles will fulfill a significant role in shaping the individual's leadership orientation in adulthood. We have tested the research hypotheses with a field survey data from 90 supervisors belonging to diverse industrial and service organizations. During their attendance in a leadership seminar, the managers' attachment style was assessed using the Experiences in Close Relationship Inventory (ECR). They were also asked to report on their childhood experiences using the Parenting Style Index (PSI), and to answer questions regarding their leadership behavior, using a short version of the Multifactor Leadership Questionnaire (MLQ). Results indicated associations between parental style, attachment style and leadership. Specifically, parental autonomy-granting was negatively associated with both attachment anxiety and avoidance. Both transformational and transactional leadership styles were positively associated with parental autonomy, but only transformational leadership was also positively associated with parental involvement. In addition, transactional leadership was positively associated with attachment avoidance in close relationships.

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