Mapping Leadership Identity Development References

Compiled by J. E. Owen & Associates original 7/14/21 updated 1/31/23

This document is updated occasionally by Dr. Owen and a team of scholars regularly engaging in LID research and literature. If you have a reference you'd like to add, please reach out to Dr. Owen at jowen4@gmu.edu.

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Towards Construct Clarity in Leader and Leadership Identity Development

Construct	Definition
Identity	**The stable, consistent, and reliable sense of who one is and what one stands for in the world. It integrates one's meaning to oneself and one's meaning to others. (Josselson, 1987). It may include personal attributes, values, knowledge, experience, and perceptions (Hall, 2000). The intersectional model of multiple dimensions of identity (I-MMDI) is an essential lens (Jones et al., 2013).**
Leader identity	**How one thinks of oneself as a leader; the subcomponent of one's identity or self-concept related to being a leader. (Day et al., 2009). Relates to one's positionality, how it is enacted, and how others perceive and respond to it.**

Leadership identity	**How individuals develop the social identity of being collaborative, relational leaders interdependently engaging in leadership as a group process (Komives et al., 2005). Alternatively, can refer to the identity one constructs as individuals claim and grant leader and follower identities in their social interactions (DeRue & Ashford, 2017).**
Identity development	**The process of growth, integration, and crystallization of an individual's sense of self. (Erikson, 1959).**
Leader development	**The process by which one increases their ability to exercise influence in leadership situations that become increasingly more complex and varied, during the lifespan process with multiple developmental stages and various contexts (Liu et al., 2021).**
Leadership development	**Enhancing the capacity of individuals to engage successfully in the leadership tasks and roles in an organization, focusing on developing individual knowledge, skills, and abilities related to leadership. (Day, 2000).**

Leader identity development	**Refers to the notion that leader development is embedded in other ongoing developmental processes related to identity, such as the formation of knowledge structures and mental models related to one's ability to lead (Day & Sin, 2011).**
Leadership Identity Development Theory & Model (LID)	**The LID grounded theory and resultant model are frequently used to describe this process (Komives et al, 2005; Komives et al., 2006).**
Deeper Leadership Identity Development	**Leadership identity development that explicitly addresses issues of identity, equity, and power. For example, acknowledging how social identities and ideologies shape leadership development; and how institutional and systemic injustice influence perceptions of leadership and identities. (Owen, 2023)**

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Note that citation information may be incomplete or in need of additional formatting.

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LIFESPAN LEADERSHIP IDENTITY DEVELOPMENT

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ASSESSMENTS

See Hastings & Sunderman's forthcoming LID scale from University of Nebraska Lincoln

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University Applications of LID

East Carolina University (Framing Model for the 'Leadership University')

Fairfield University has been using LID in our Leadership Development Programs. This includes our formal leadership programs and the development of our Resident Assistants and New Student Leaders. We use LID in our formal leadership program as a pre and post measure for student development. (Meredith Smith)

Lehigh LID case studies

Ohio State University (Amy Barnes & Melissa Rocco) _ Student Leadership Advocates

Texas A&M (Melissa Shahan): https://maroonandwhite.tamu.edu/leadership-coaches/

Other Resources

Skinner, S. (2015). Build your leader identity: A practical guide to leading authentically from any position. Longueville Media.