

Closing the Gender Gap: Advancing Leadership and Organizations

Entrepreneurship and Leadership Identity

2016

Examining women's leadership identity development

Donna Chrobot-Mason

University of Cincinnati, donna.chrobot-mason@uc.edu

Lindsay Johnson

Jasmine Burno

Nathan Ball

Larry Kinkopf

Follow this and additional works at: <http://docs.lib.purdue.edu/cgg>

 Part of the [Communication Commons](#), [Human Resources Management Commons](#), [Organizational Behavior and Theory Commons](#), [Political Science Commons](#), [Psychology Commons](#), and the [Sociology Commons](#)

Recommended Citation

Chrobot-Mason, D. (2016). *Examining women's leadership identity development*. Paper presented at Closing the Gender Gap: Advancing Leadership and Organizations. DOI: 10.5703/1288284316098

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact epubs@purdue.edu for additional information.

Identity plays a critical role in understanding the process of leadership. Further, leadership has been defined as a socially constructed process of claiming and being granted a leadership identity (DeRue & Ashford, 2010). Thus, leadership development and ultimately leadership success must begin with the claiming of a leader identity. Typically underrepresented and with comparatively less access to power, status, and resources, women potentially find themselves in work roles that may be incongruent with their own identity (Eagly & Karau, 2002). Given social role theory, this paper examines the leadership identity development of women participants engaged in an eight-month leadership development program. Preliminary findings (although non-significant) and themes offer some insight to process of building leadership self-efficacy and the challenge of claiming a leader identity for women. To conclude, our paper ends with next steps and additional research questions in efforts to petition feedback that will allow us to engage in a more comprehensive study of leadership identity development in future investigations.