

Perceived Leadership Styles and Self-Efficacy among Nurse Leadership: A Descriptive, Cross-sectional Survey

Sharolyn Bush, MSN, RN, CMSRN¹ Lucine Francis, PhD, RN² Diane Michalek, DNP, RN, NE-BC³

¹Anne Arundel Medical Center, Annapolis, Maryland 21401 ²Johns Hopkins University School of Nursing, Baltimore, Maryland 21205
³University of Maryland Baltimore Washington Medical Center, Glen Burnie, Maryland 21061

BACKGROUND

- Nursing leadership is instrumental in ensuring effective and safe care in our complex health care system and improving patient outcomes.
- Transformational leadership style-characterized by the ability to inspire and mobilize people to achieve desired results has the greatest impact on quality of care outcomes in the hospital setting.
- Self-efficacy among nurse leadership is vital to structural empowerment and leadership effectiveness.

OBJECTIVES

To describe the perceived leadership styles and level of self-efficacy of nurse leadership at a regional medical center located in Maryland

METHODS

- **Design:** Descriptive Cross-sectional survey of nurse leadership (nurse managers, clinical supervisors & directors)
- **Measures:**
 - **Leadership Style:** 45-item tool Multifactor Leadership Questionnaire (MLQ 5X) to measure leadership style across 3 domains (Transformational, Transactional & Passive/Avoidant & Outcomes of Leadership)
 - **Self-Efficacy:** 17 item General Self-Efficacy Scale
- **Statistical Analysis:** Normality test using Kolmogorov-Smirnov test, Measures of central Tendency

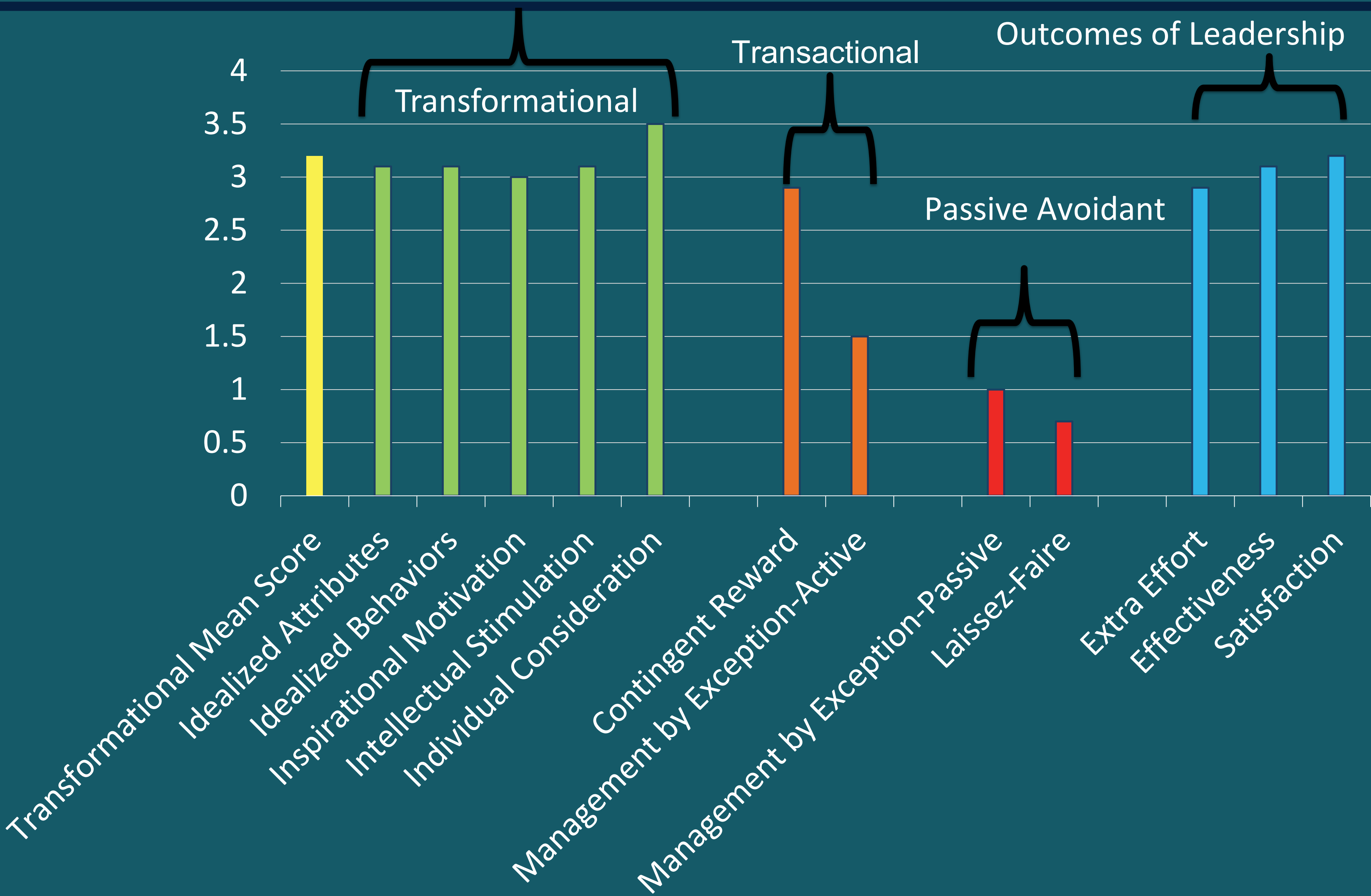
RESULTS

TABLE 1: Demographic Characteristics of Participants (N=23)

	Characteristics mean $\pm$ SD/ n(%)
Age range group	
20-30	2 (8.7)
31-40	3 (13.0)
41-50	8 (34.8)
51-60	6 (26.1)
60+	4 (17.4)
Race/Ethnicity	
*White	19 (82.6)
Black	2 (8.7)
Asian	1 (4.4)
Hispanic	1 (4.4)
¹ Other	1 (4.4)
Education	
Associates	1 (4.4)
BSN	11 (47.8)
MSN	11 (47.8)
Years of Nursing Experience	21 $\pm$ 8.6
² Years of Experience as a RN Manager/Director/Clinical Supervisor in current role	5.2 $\pm$ 4.1

BSN= Bachelors of Science in Nursing, MSN=Masters of Science in Nursing, *White=non-Hispanic White
¹ One participant identifies as White Hispanic and Pacific Islander ² One missing response

Multifactor Leadership Questionnaire (MLQ 5X) Mean Scores by Leadership Style and related Subscales (N=23)



0=Not at all 1=Once in a while 2=Sometimes 3= Fairly Often 4=Frequently, if not always

TABLE 2: General Self-Efficacy Mean Score (N=23)

	Mean $\pm$ SD	Median
General Self-Efficacy Mean Score	2.4 $\pm$ 0.6	2.5

1=Strongly Disagree 2=Disagree 3=Neutral 4= Agree 5=Strongly Agree (17-85 raw score range)

SUMMARY OF FINDINGS

- Majority of Nurse leaders aligned with that of transformational, followed by transactional and passive avoidant leadership styles
- Participants had higher scores in coaching and development, followed by acting with integrity, and finally building trust.
- Low Self-Efficacy among Nurse Leaders

IMPLICATIONS

- Research needed to explore predictors of transformational leadership of nurse management/leaders in the clinical setting
- Continuous, Sustainable Professional Development needed to enhance self-efficacy
- Ensure Leadership effectiveness & Quality Improvement

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