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DuBrin has experience in human resource management and is a business and personal consultant in career management, leadership, and management development. Dr. DuBrin is an established author of both textbooks and trade books, and he contributes to professional journals, magazines, newspapers, and online media.

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2 The trait-based perspective also acknowledges that the situation often influences which trait to emphasize, such as a supervisor of highly technical workers need-ing to emphasize problem-solving ability. In contrast, a supervisor of workers per-forming nontechnical, repetitive work might need to emphasize enthusiasm as a motivator.This chapter and the following chapter concentrate on ...

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