

THE RELATIONSHIP BETWEEN THE EMOTIONAL COMPETENCE AND THE LEADERSHIP EFFECTIVENESS OF HALL DIRECTORS

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ABSTRACT

In this study, the exemplary leadership practices of hall directors were investigated in relation to the emotional competence of hall directors. Data was collected from randomly selected hall directors who worked at colleges and universities in the Upper Midwest Region of the Association of College and University Housing Officers in the fall of 2006.

Significant Pearson correlations were found between the overall scores on the *Emotional Competence Inventory, University Edition* (ECI-U) and the *Leadership Practices Inventory* (LPI). Correlation analyses performed on the five individual LPI exemplary leadership practices scores and the overall ECI-U score indicated the ECI-U was a significant predictor of all five leadership practices.

Stepwise multiple regression results demonstrated that the overall LPI score was best predicted by the combination of emotional competence clusters entitled relationship management and self-management. Further analyses indicated that relationship management and self-management were strong predictors (in a variety of ways) for the five individual LPI exemplary leadership practices. All stepwise regression results were significant.

Data results could be used to support the inclusion of emotional competence skill exercises to students in graduate preparatory programs, and to create on-the-job training and development sessions for hall directors. Additional research could consist of using 360 degree feedback of hall director skills and behavior.