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Personality Trait to Identify the Climate Changer
Leadership**



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The Analytical Trait in FIKR (Facet, Insight, Knowledge and Resilience) Personality Profiling as an Important Personality Trait to Identify the Climate Changer Leadership: A Lacking Knowledge in the Literature

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Abstract

Purpose: This short note aims to review all the available literature using the keywords ‘Leader Personality’ in the Scopus database and propose the usage of analytical traits in FIKR (Facet, Insight, Knowledge and Resilience) personality profiling (PP) to identify climate changer leadership with logical rationales.

Methodology: Using the Scopus database on 26 April 2024, with the keywords ‘Leader Personality’ in the article title. Bibliometric analyses were performed using VOSviewer to generate a clear graphical representation of bibliometric maps.

Findings: A total of 250 papers were reached using the Scopus database search, which had high relevancy. Based on the visualization of the paper network confirming the main research themes, from 1920 to 2024, 20 items with 6 major clusters were found. However, the item with Analytical was not found in all the 6 major clusters. Therefore, all the above literature indicates that the use of analytical trait among leaders is still lacking in the literature. Following that, the usage of analytical traits in FIKR (Facet, Insight, Knowledge and Resilience) personality profiling (PP) to identify the climate changer leadership is proposed, with a hypothetical comparison of leadership between high and low analytical traits. A hypothetical comparison of leadership between high and low analytical traits can be used since a) Overall, a high analytical trait uses data-driven decisions, while low analytical personalities rely on intuition in leadership roles; b) Good communication style where high analytical leaders emphasize clear communication, while low analytical leaders use storytelling and emotional appeals; c) Efficient indecision-making process, where high analytical personalities analyze thoroughly before decisions, while low analytical individuals rely on instinct; d) Positive impact on team dynamics where teams under high analytical leaders focus on data-driven metrics, while teams under low analytical leaders emphasize creativity; e) Approach to challenges, where high analytical leaders break down challenges for systematic problem-solving, while low analytical leaders tackle challenges holistically.

Unique contribution to theory, practice and policy: Hence, there is a rationale to propose and to highlight the use of analytical trait in leaders of an organization. Therefore, this has become a novelty in this present paper. Overall, this analytical trait enables leaders to understand the complexity of climate change and its impact on various sectors, such as energy, agriculture, and transportation.

Keywords: *FIKR, Personal trait, Analytical Climate change.*

1. Introduction

Climate change is a pressing global issue that requires innovative solutions. As we navigate the complex challenges of climate change, it is essential to explore innovative approaches that leverage human traits and characteristics (Egyir et al., 2015; Obiero, 1997; Dalagnol et al., 2021; Singh & Nair, 2014; Soutter et al., 2020; Kopnina, 2019; Bliss et al., 2021; Putra et al., 2019; Chandra & McNamara, 2018; Oktari et al., 2021; Wibeck et al., 2017; Suryanto et al., 2021).

Why we need a highly analytical-minded leader to address climate change because this complex issue requires a deep understanding of the underlying scientific principles, the ability to assess risks and potential impacts, and the capacity to develop and implement effective solutions (Meijerink & Stiller, 2013). In addition, the analytical trait enables leaders to evaluate the effectiveness of climate change adaptation measures and make necessary adjustments based on evidence and data (Yli-Panula et al., 2022; Chiras, 1992; Dwyer et al., 2014; Haghparast et al., 2013).

By harnessing their analytical trait, climate change leaders can effectively navigate the complexities of environmental science, policy-making, and stakeholder engagement. Furthermore, leaders with analytical skills can anticipate future challenges and develop proactive strategies for climate change mitigation and adaptation. They can identify emerging trends, assess the potential impacts of climate change on various sectors and communities, and proactively work towards building resilience and sustainability (Schmaltz et al., 2017; Saputri et al., 2018).

This analytical trait is essential in effectively addressing climate change. It ensures that decisions and actions are based on accurate and reliable information rather than relying on assumptions or personal biases. Additionally, leaders with the analytical trait can effectively communicate complex scientific concepts and information to diverse audiences, making it easier to build consensus and garner support for climate change initiatives (Ramadhana, 2022; Gregory, 1991; Quinn et al., 2009; Arslan, 2012; Mayarni & Nopiyanti, 2021; Mahmud & Warto, 2021).

This short note aims to review all the available literature with the keywords ‘Leader Personality’ using Scopus database, and to propose the usage of analytical trait in FIKR (Facet, Insight, Knowledge and Resilience) personality profiling (PP) to identify the climate changer leadership, with logical rationales.

2. Methodology

On 26 April 2024, the keywords ‘Leader Personality’ were used for the relevant publications in the article title. Later, bibliometric analyses using VOSviewer software (VOS stands for visualization of similarities – see www.vosviewer.com) were used to generate a clear graphical representation of bibliometric maps, especially for extensive datasets (Van Eck & Waltman, 2010; Ellegaard & Wallin, 2018). Scopus comprises many significant research papers and offers integrated analysis tools for creating informative visual representations (Guz and Rushchitsky, 2009). VOSviewer was employed to analyze each keyword, calculate links, calculate total link strengths, and compare co-occurrences with other keywords.

3. Discussion

3.1. The use of analytical trait among leaders is still lacking in the literature

A total of 250 papers were reached using the Scopus database, which had high relevancy. To highlight the trends of studies conducted on the topic of ‘Leader Personality’ from 1920 to 2024 (on 250 papers from the Scopus database), we performed a bibliometric analysis using the VOSviewer software

Figure 1 gives a holistic overview of the past research based on keywords’ co-occurrences with ‘Leader Personality’. The analysis reveals a discernible prominence reflecting three significant clusters that can be identified based on visualization in Figure 1. Based on 20 items with 6 major clusters, the Cluster consists of 11 items: China, Empathy, Employee, Employment, Human, Human experiment, Model, Personality inventory, Personality test, Psychology and Regression Analysis. The item with Analytical is also not found in the other 5 major clusters.

Therefore, all the above literature indicates that the use of analytical traits among leaders is still lacking. Hence, there is a rationale to propose and highlight the use of analytical traits in organizational leaders. Therefore, this has become a novelty in this present paper.

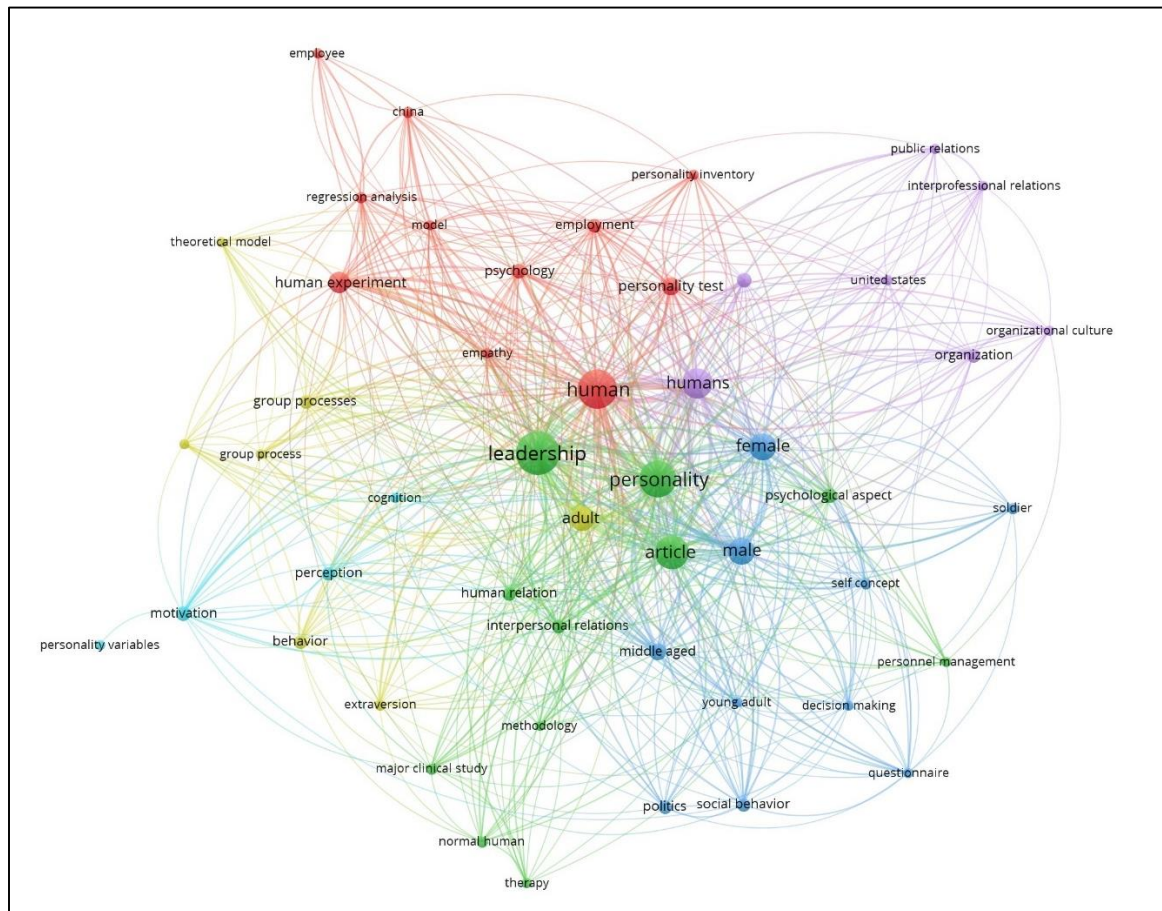


Figure 1. A bibliometric analysis of research themes on ‘Leader Personality’. Visualization of the paper network confirming the main themes of research, from 1920 and 2024 based on the Scopus database. The colours in the top panel indicate the themes of research that the papers are discussing.

3.2. A hypothetical comparison of leadership between high and low analytical traits.

A hypothetical comparison of leadership between high and low analytical traits is presented in Figure 1.



Figure 1. Hypothetical comparison of leadership between high and low analytical traits.

a) Leadership Traits Overview

High-analytical personality uses data-driven decisions, while low-analytical personalities rely on intuition in leadership roles. A person with a highly analytical personality tends to be objective and unemotional in decision-making, relying on facts and evidence rather than intuition or gut feelings. The person can often see patterns and connections others may miss and is skilled at identifying cause-and-effect relationships. On the other hand, a person with a low analytical personality tends to rely more on intuition and emotions rather than logic and reasoning. The person

often makes decisions based on his gut feeling or personal beliefs rather than objective data and analysis.

Overall, a leader with high analytical trait is sensitive to the environment and likes to analyse situations. He likes to observe, analyse, and conduct research. He is always systematic, organised, structured, and disciplined. He is always cautious, reserved, and precise when looking at details. He always remains logical and curious. However, a leader with a low analytical trait has a lack of interest to analyse. He is also a practical person. During interaction, he focuses only on verbal communication without the hidden meaning of speech. He is a simple thinker, flexible, intuitive and gullible. He is always viewed as unorganised and expressive.

b) Communication Style

High-analytical leaders emphasize clear communication, while low-analytical leaders use storytelling and emotional appeals. In social situations, a person with a low analytical personality may struggle to understand the nuances of social interactions and may have difficulty interpreting others' emotions and intentions. He may also have trouble communicating effectively with his team members regarding his own thoughts and feelings.

c) Decision-Making Process

High-analytical personalities analyze thoroughly before making decisions, while low-analytical individuals rely on instinct. A leader with a highly analytical personality tends to be systematic, logical, and rational in his thinking and decision-making processes. He is characterised by his ability to break down complex problems into smaller, more manageable parts and analyse each component to find the most effective solution. Therefore, he is efficient in the decision-making process.

However, a person with a low analytical personality may also struggle with decision-making, as he may feel overwhelmed by the available information and unable to make a clear choice. He may also be prone to impulsive decisions based on emotions rather than careful consideration. Therefore, he is inefficient in the decision-making process.

d) Impact on Team Dynamics

Teams under high analytical leaders focus on data-driven metrics, while teams under low analytical leaders emphasize creativity. A leader with high analytical skills tends to be highly detail-oriented and focused on accuracy and precision. He is often skilled at working with data and numbers and can use quantitative methods to analyse information and draw conclusions.

In addition, leaders with a high analytical personality tend to be highly organised and methodical in their approach to tasks and projects. They are often able to develop and implement effective strategies for achieving their team's goals and are skilled at managing resources and delegating tasks to others.

e) Approach to Challenges

High-analytical leaders break down challenges for systematic problem-solving, while low-analytical leaders tackle challenges holistically. A leader with a high analytical personality tends to be highly skilled problem-solvers who excel at analysing complex information and developing effective solutions. He is often sought after in fields such as engineering, finance, and research, where analytical skills and attention to detail is highly valued. Therefore, he is a good problem-solver.

However, the person with low analytical mindset may struggle with tasks that require systematic problem-solving or critical thinking skills, and he may find it challenging to grasp complex concepts or theories. He may also struggle to analyse information objectively and tend to personalise information, making it difficult for them to see things from different perspectives. Therefore, he is slow and ineffective in solving many problems.

4. Rationales of choosing a high analytical climate changer leader using FIKR personality profiling

In today's rapidly changing world, the analytical trait is crucial for climate change leaders. The analytical trait in FIKR personality profiling plays a crucial role in identifying individuals who have the potential to be climate changer leaders. This trait is characterized by a strong ability to gather and analyze information, think critically, and make informed decisions. Leaders with the analytical trait are able to effectively assess complex situations, identify patterns and trends, and develop innovative strategies to address environmental challenges. They are adept at examining data and evidence, interpreting scientific findings, and incorporating them into their decision-making process (Ramadhana, 2022; Gregory, 1991). Furthermore, the analytical trait in FIKR personality profiling equips leaders with the ability to communicate complex scientific concepts in a way that is accessible to a wide audience. This skill is crucial for rallying support and mobilizing action in the fight against climate change (Quinn et al., 2009).

In essence, the analytical trait is a linchpin in identifying potential climate change leaders who possess the intellectual rigor, visionary thinking, and communication skills necessary to drive meaningful and lasting change (Arslan, 2012). The analytical trait in FIKR personality profiling is an essential characteristic for identifying climate changer leaders. It enables individuals to gather and analyze information, think critically, and make informed decisions regarding environmental challenges. Leaders with the analytical trait are able to understand the complexity of climate change, recognize patterns and trends, and develop innovative strategies to address environmental issues. They are skilled in data analysis and evidence interpretation, allowing them to make informed choices based on scientific findings. For instance, a leader with the analytical trait may analyze data on rising global temperatures and its impact on sea levels, agricultural production, and extreme weather events. Based on this analysis, they can develop targeted policies and initiatives to mitigate the effects of climate change and promote sustainability (Mayarni & Nopiyanti, 2021).

They can also identify the root causes of environmental problems and work towards addressing them, whether it be reducing greenhouse gas emissions, promoting renewable energy sources, or implementing sustainable land and water management practices. Overall, the analytical

trait in FIKR personality profiling empowers climate change leaders to navigate the complexities of environmental challenges, make data-informed decisions, and develop effective strategies for addressing climate change (Mahmud & Warto, 2021; Özbağ, 2016; (Arvey et al., 2006).

The analytical trait also equips leaders with the skills to communicate complex scientific concepts in a way that resonates with diverse audiences. They can distill technical information into accessible language, effectively conveying the urgency and significance of climate action to policymakers, stakeholders, and the general public. This communication prowess is instrumental in building consensus, mobilizing support, and driving collective action towards sustainable environmental practices (Vojak et al., 2006).

With all the above rationales, the analytical trait goes beyond just data analysis and decision-making. It encompasses a holistic approach to understanding and addressing environmental challenges, a continuous pursuit of knowledge, and the ability to communicate effectively to inspire action. Climate change leaders with the analytical trait are not merely responders to current environmental crises; they are proactive visionaries shaping a sustainable future for generations to come (Smith & Sarros, 2013; Meijerink & Stiller, 2013). Furthermore, leaders with the analytical trait possess strong communication skills, enabling them to effectively convey complex scientific concepts in a way that resonates with diverse audiences.

3. Conclusion

Based on the literature search using Scopus database, the visualization map showed the main themes of research, from 1920 and 2024, 20 items with 6 major clusters. However, the item with analytical was not found in all the 6 major clusters. Therefore, all the above literature indicates the use of analytical trait among leaders is still lacking in the literature. Following that, the usage of analytical trait in FIKR PP to identify the climate changer leadership is proposed, with a hypothetical comparison of leadership between high and low analytical traits.

Using FIKR PT to identify the climate changer leadership with high analytical capacity could be a solution. This is because the selected personnel with high analytical potentials can offer a novel approach to addressing this critical issue and harnesses human traits' power to create meaningful and sustainable change. As we continue to navigate the challenges of climate change, the selected leader with high analytical capacity can provide a pathway towards a more resilient and sustainable future for our planet and all its inhabitants. In addition, using FIKR PP to select the climate changer leaders with high analytical trait can empower communities to leverage their indigenous knowledge, engage in effective climate governance, and develop the necessary resilience to adapt to climate change impacts. By embracing and valuing indigenous knowledge, the leader with high analytical trait can mobilize local communities in order to tap into centuries of wisdom and experience in adapting to environmental changes. Thus, the communities can effectively address the impacts of climate change and build a more sustainable and resilient future.

4. Recommendation

It is therefore, the usage of FIKR PT to identify the climate changer leadership is recommended from the present study.

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