

Abstract

The aim of the current study was to create a valid research instrument to measure women's leadership styles. The present study was conducted in two phases including the development of the scale, and then the validation of the newly developed instrument. The goal of the first phase of the study was the development of a measure named as Women Leadership Style Scale (WLSS) based on literature, theoretical framework, and interviews conducted from women leaders. The unavailability of an indigenized research instrument to measure women's leadership styles specific to the Pakistani cultural context provided a strong rationale for the development of Women Leadership Style Scale. The second phase of the study consisted of a validation study which was done to assess the convergent as well as discriminant validation of the Women Leadership Style Scale. Leadership Style Questionnaire was used to determine convergent validity and to determine discriminant validity of WLSS, Two-Dimensional Machiavellianism Scale was used. The study revealed five factors including supportive leadership style, participative leadership style, directive leadership style, achievement-oriented leadership style, and autocratic leadership style. This study may add to a better comprehension of leadership styles used by women leaders.