Research Applications

From scholarly inquiry to principled leadership and human formation.



RESEARCH-INFORMED PRACTICE

My scholarly work examines relationships between authentic leadership and personality traits. Its concepts inform my approach to leadership development, executive decision strategy, education, and human formation. Research provides a foundation for reflection and professional practice, rather than a guarantee of particular outcomes.

Applications in Leadership and Decision-Making

01 Leadership Development

Authentic leadership offers a framework for cultivating self-awareness, balanced processing, an internalized moral perspective, and relational transparency. These dimensions can guide leadership reflection, educational programming, and professional development.

02 Executive Decision Strategy

Research-informed leadership invites decision-makers to examine assumptions, consider multiple perspectives, weigh ethical implications, and retain accountability for the human consequences of their choices.

Human Development & Educational Practice

03 Human Formation & Personal Development

Research on personality traits and authentic leadership can inform discussions of self-knowledge, character, intentional growth, and the relationship between personal development and leadership behavior.

04 Educational Frameworks & Kingdom Formation

My wider educational work, including the Kingdom Formation System™, incorporates reflection, discernment, leadership principles, and intentional development. This is an application of my professional philosophy; my published studies should not be interpreted as empirical validation of the system itself.

Scholarly Foundation

Baker, J. J. (2023). *Relationship between the Authentic Leadership and Big Personality Trait of Neuroticism: An Empirical Study. Asian Business Review, 13*(1). https://doi.org/10.18034/abr.v13i1.665

Baker, J., Jones, J. S., Dutton, J., & Murray, S. R. (2025). *Relationship Between Authentic Leadership and the Big Five Personality Trait of Extraversion: An Empirical Study.* Southwest Academy of Management conference proceedings. https://swaom.org/past-conference-proceedings/

Doctoral research: Dissertation record available through ProQuest and the Research & Publications webpage.