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## **Assessment of Leadership Qualities Through LTQ - Test of Leadership by Self-Assessment and Co-Leadership Evaluation: Northouse Approach - Characteristics of Leaders in Local Governments of Republic of Serbia**

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### **Abstract**

**Purpose:** The purpose of the research is to determine the required quality of transitional leader in the countries in transition in order to increase productivity and profits. The research is based on the fact that countries in transition are giving very little attention to leadership and leadership competence, which negatively affects the overall strengthening of the organizational synergies at the individual, corporate and social level. Therefore, employees are motivated to make compatible relationships with customers and suppliers, which has negative impact on customers' satisfaction. The study should answer the question which traits a leader should have, from the point of its closest allies, in order to respond to achieve tasks of maximizing profits and customer satisfaction in transitional conditions.

**Methodology/Approach:** Personal characteristics (personality) influence the shaping of perception and expression of certain individuals. It is the ability to maintain a certain appearance, to grasp and understand reality, to explain, present in an acceptable manner, to be fair, without mysticism and prejudice. In many organizations, and local governments use a wide range of questionnaires that "measure" personal characteristics of individuals. Among the many standard questionnaires used in practice, the authors have decided to use Leadership Trait Questionnaire (LTQ), which quantifies the perception of the leader as an individual and selected appraisers, such as his associates or colleagues at the same level in other areas. Approach enables

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