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DuBrin has experience in human resource management and is a business and personal consultant in career management, leadership, and management development. Dr. DuBrin is an established author of both textbooks and trade books, and he contributes to professional journals, magazines, newspapers, and online media.

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Nevertheless, "having the right stuff" contributes to leadership effectiveness in many situations. CHAPTER OUTLINE AND LECTURE NOTES The belief that certain personal characteristics and skills contribute to leadership effectiveness in many situations is the trait-based perspective on leadership. Traits tend to help us understand leadership

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