

Developing Student Efficacy Through Leadership Formation: A LeaderShape Case Study

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Background

- Efficacy describes an individual's confidence in their capacity to take action and contribute effectively within leadership situations (White & Torres, 2021).
- Leadership development programs aim to strengthen student capacity through structured experiences that support growth in leadership attitudes, behaviors, and identity (Brown & Pomerantz, 2023).
- The LeaderShape Institute is an immersive leadership development program focusing on values-based leadership and community involvement (LeaderShape Institute, 2024).
- Evaluating these programs help institutions better understanding their impact on student efficacy and leadership development.
- **Research Question:** How do leadership development programs influence self-efficacy among college students?

Results

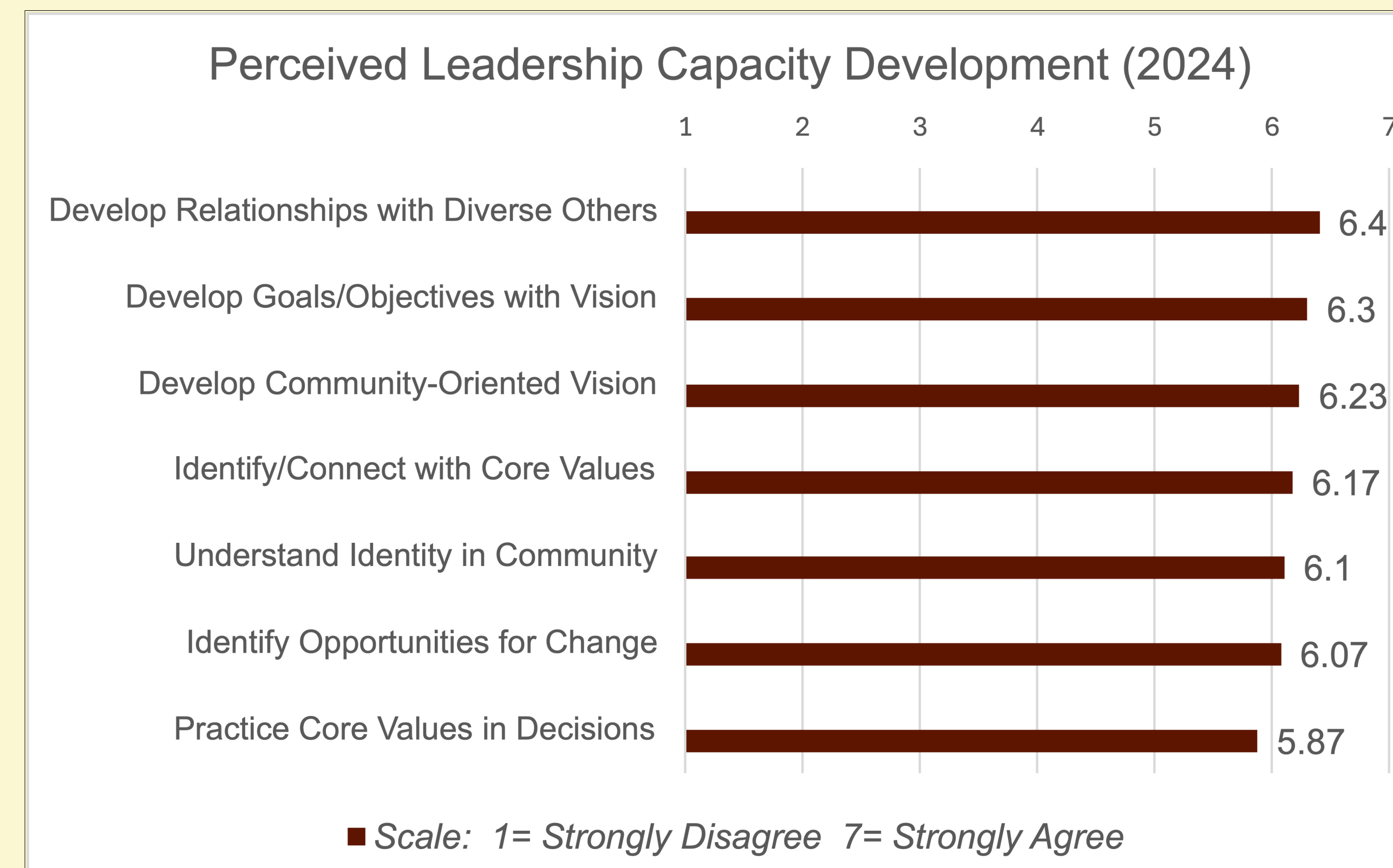
- Participants reported high perceived leadership capacity development across all measured areas.
- Mean scores ranged from M = 5.87 to M = 6.40 on a seven-point scale.
- 82.4% of responses were rated 6 or 7, indicating strong agreement that the program successfully supported leadership development.
- The highest rated dimension was developing relationships with diverse others (M = 6.40).
- Written participant responses reflected themes of clarifying personal values, increased leadership confidence, and strengthened peer connections through the LeaderShape experience.

Discussion

- **Conclusions:** Findings suggest that leadership development programs can play a meaningful role in supporting students' perceptions of their leadership capacity and efficacy, highlighting the potential value of structured leadership experiences within higher education.
- **Limitations:** Considering the LeaderShape Institute is a four-day immersive program, results may reflect participants' immediate perceptions following the experience rather than long-term leadership development outcomes.
- **Future Research:** Comparative analyses of leadership programs with different organizational structures, such as short-term immersive programs and longer-term leadership initiatives, could provide additional insight into how program design influences student leadership development.
- **Additional Research:** Future studies could also measure leadership development using validated self-efficacy scales and track participants' subsequent involvement in leadership roles across campus or community contexts.

Methods

- **Program Evaluated:** The LeaderShape Institute, a four-day leadership development national program offered in partnership with the Florida State University Center for Leadership & Service.
- **Participants:** FSU students that signed up for the LeaderShape program voluntarily (2023: n = 47; 2024: n = 30).
- **Data Source:** De-identified post-program evaluation surveys completed by participants.
- **Measures:** Seven-point Likert-scale questions assessing perceived development across various leadership dimensions and open-ended written responses reflecting participant perception of leadership growth and program impact.
- **Analysis:** Score averages calculated for Likert-scale responses and written responses reviewed to identify common themes.



References

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