

## Summary

# A comparison of leadership characteristics and professional personality traits in relation to sociodemographic characteristics of educators in Serbia and Croatia

Milica Andevski

Faculty of Humanities and Social Sciences Novi Sad, Serbia

Jasmina Arsenijević

Pre-School Teacher Training College Kikinda, Serbia

Blago Spajić

An independent scholar, Croatia

The aim of the research presented here was to establish the statistically relevant differences in the structure and prominence of leadership, professional and personality traits of professionals employed in the education systems of Croatia and Serbia with respect to their socio-demographic characteristics and to the respective countries in which they live and work. The sample of this study, conducted in 2011, consisted of primary and secondary schools on the territory of Croatia and Serbia and the population of the survey included 237 principals, teachers, lecturers and specialist staff in Croatia and 252 in Serbia.

The collected data were analysed by the methods of descriptive statistics, principal component analysis and canonical discriminant analysis, followed by the quantitative and qualitative analysis.

The most interesting feature of this study is reflected in the fact that the survey subjects from Croatia show differences in their leadership and professional characteristics and personality traits with respect to the socio-demographic criteria. They gave different answers according to all criteria, except for the criterion of the institution of employment, while the Serbian respondents achieved statistical significant differences according to two criteria: those of age and gender.

Practical implications of this research include an understanding of leadership, professional and personal competencies and characteristics needed in forming the criteria of choice, and a concern for the individual and professional growth of employees in the educational institutions of Croatia and Serbia. The intention is to recognize and strengthen the competencies involved in educational activities which direct education towards the vision of innovative institutions of the future.

**Keywords:** competencies, education, Croatia, Serbia, leadership, pedagogy, personality traits.