

POSTGRADUATE SEMINAR SERIES

Topic Defence Seminar

Topic Title: **To Disclose or Not? Examining the Effects of Leader Self-Disclosure in the Workplace**

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Abstract : Leader self-disclosure of weakness refers to leaders' sharing of one's shortcomings to their subordinates. Prior research highlights that such self-disclosure can demonstrate leader authenticity and thereby contribute to leadership effectiveness. However, emerging research suggests that leaders who disclose their weakness also demonstrate their vulnerabilities that may inhibit the authentic benefits associated with self-disclosure. To resolve this inconsistency, the current research attempts to integrate the leader self-disclosure with status and gender perspectives to unveil how leader status and gender add insight to the existing controversy findings regarding impact of leaders' disclosure of weaknesses. Specifically, the research investigates whether high-status leaders face greater penalties for revealing weaknesses compared to their lower-status counterparts, or whether their elevated status mitigates potential backlash. Furthermore, given that gender stereotypes may influence expectations of leadership behaviors and the acceptability of expressing vulnerability, this research explores the effects of leader gender in shaping the interactive effect of leader status and leader self-disclosure, yielding a three-way interactive effect. By addressing these questions, this research attempts to reconcile conflicting findings in prior research and provide a nuanced framework to understand the implications of self-disclosure of among leaders.

Date : **17 April 2025, Thursday**
Time : **17:00 - 18:00**
Venue : **SEK210, 2/F, Simon & Eleanor Kwok Building**
Language : **English**



*** All are Welcome ***