

# **The leadership traits and skills of the Jordanian woman and the obstacles facing her**

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## **Abstract**

This study aimed to investigate the experience of the Jordanian women who hold leadership positions in the Ministry of Education. The sample was comprised of (55) persons (27 Jordanian women in leadership positions, 7 managers and 21 employees). The researcher used interviews, observation and reviews of official documents in gathering the needed data.

The data were analyzed, and the researcher used percentages, frequencies, and means to describe and order data. Comparisons of the answers of the three groups were also made.

The study showed the following results:

1. Women as leaders in the Ministry of Education face a number of obstacles to having access to leadership positions, the most important of which are: family responsibilities, limited ambitions, low self-confidence, and inability to serve for a long period of time, in addition to the negative male stereotyping of women as being unable to take decision and to hold leadership positions. Other obstacles are favoritism and pro-male tribal attitudes.
2. Woman as an administrative leader in the Ministry of Education is characterized by balanced, rational personality, ability to take responsibility, high motivation toward work, follow up of latest educational and administrative innovations and developments,

provision of accurate information, high commitment and high credibility. However, she lacks flexibility and tends to stick to rules literally in application of instructions. She is neither tactful nor patient, and she is concerned with her work only, and tends to deal with subordinates from above. Her self confidence is below average.

3. The woman leader in the Ministry of Education has many administrative skills such as efficient meeting management, team working, interactive and cooperative performance, creativeness, coordination. However, she lacks initiation and prediction, and cannot achieve balance between work and staff. She is also unable to take decisions.