The Ideal Qualities of Library Leaders and Employees
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Introduction and Literature Review
The “Why”: With a field that evolves as much as librarianship it is crucial to continuously seek out current trends in order to ensure that the top skills and qualities are being effectively communicated to future library employees and library leaders.

Methodology: Protocol and Analysis
This study took place over a total of four months.

Research Questions
The three research questions our study seeks to answer are:

➢ R1: What are the ideal qualities of library administrators?
➢ R2: What are the ideal qualities of library employees?
➢ R3: How satisfied are library leaders and employees with one another?

Findings for Question One:
Most mentioned general leadership qualities were agreeableness, task-oriented behaviors, and individualized consideration.

Findings for Question Two:
Most common sentiment regarding employee qualities were that the best qualities a library employee can possess are leadership qualities.

Findings for Question Three:
Most common sentiment regarding employee qualities were that the best qualities a library employee can possess are leadership qualities.

Methodology: Instrumentation and Sample

➢ Interview Format
  o Sample Size = 5
  o Administrators from public, school, academic, county, and state libraries were interviewed

➢ Online Survey
  o Sample Size = 284
  o Survey sample by job position: Employee participation = 175, Administrator participation = 98
  o Survey sample by library type: Academic library participation = 49, School library participation = 5, Public library participation = 211, Special library participation = 2, State library participation = 5, Other = 6
  o Total Sample Size = 289

Methodology: Protocol and Analysis

➢ Protocol Steps:
  1. Conducted a literature review
  2. Formed research questions
  3. IRB approval sought and obtained
  4. Interview and survey questions finalized
  5. Recruitment emails sent to potential interviewees
  6. Interviews scheduled and conducted
  7. Survey published on Qualtrics Survey Software
  8. Link to survey sent out to library districts worldwide

Results: Interview Findings

➢ Themes Found in Interview Responses
  Theme 1: Leaders have vision and set vision for their organization.
  Theme 2: Managers get things done by being task focused and by following procedures.
  Theme 3: Excellent employees show initiative, are self-motivated, and are passionate about their work.

Results: Survey Findings

➢ Words Associated with Excellent Leadership
  Initiative, Integrity, Respect, Mission Driven, Big Picture, Visionary, Passionate, Motivational, and Curious

➢ Operational Excellence, Setting Priorities, Efficiency, Effectiveness, and Organization

➢ Self-motivation, Self-direction, and Engagement on the Job

Results: Survey Findings Continued

➢ Technological Skills for LIS Professionals
  ➢ Soft Skills for LIS Professionals
  ➢ Job Satisfaction

Discussion and Conclusion

➢ What this Data Means for...
  Library Leaders
  ➢ Communication and understanding of library practices were the top rated soft and hard skills for an excellent leader.
  o Conclusion: Library leaders should know the “ins and outs” of his or her library in order to communicate procedures well.

➢ Library Managers
  ➢ Active listening and facilitating teamwork were the top rated soft and hard skills for an excellent manager.
  o Conclusion: A manager who can listen and empathized with staff in order to encourage teamwork is highly valued in today’s libraries.

➢ LIS Professionals
  ➢ Customer service was highly valued for LIS professionals along with a willingness to learn new technologies.
  o Conclusion: LIS professionals in today’s libraries must be able to assist patrons using the appropriate technologies.

➢ Recommendations and Future Research
  ➢ Recommendations...
  ➢ Future Research...
  ➢ Repeat such research every five years to keep up with library field growth, changes, and emerging trends.