Mental Health and Psychological Well Being as Determinants of Leadership Styles of Political Office Holders in South West, Nigeria: Implication for Good Governance and Sustainable Development

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Abstract. The study aimed at investigating the influence of psychological well-being and mental health on the leadership styles of political office holders in south-western Nigeria. The expo-factor research design was used. The population comprised all the political office holders in the six states in south-western Nigeria. Stratified random sampling technique was used to select 120 political office holders in south west, Nigeria as the sample. The study adopted three questionnaires, Leadership styles questionnaire, Mental Health Inventory and Psychological well-being questionnaire with good psychometric properties for data collection. Two hypotheses were raised and tested using Factorial logistic regression analysis. Findings revealed that the two predictor variables (Mental health and psychological well-being) individually predicted the criterion variable (Leadership styles at the three levels; authoritarian, democratic and laizess-faire). Sequel to these findings, a number of recommendations were made among which is that there is need for psychologists to move for a bill that will make psychological test as part of the stringent criteria for contesting any election or appointing political leaders into any office in Nigeria.

Keywords: Leadership styles, Good Governance, sustainable development, Mental Health, Psychological well-being, Political Office holders.

1. Introduction

In post-independent Nigeria, different leaders have been elected into political offices. Most Nigerians believe that majority of the problems being encountered in Nigerian today is traceable to the leadership styles of these political office holders. Scholars have defined leadership styles based on their disciplines of orientation but the emphasis of each definition is the decision-making pattern of the leader and how it affects organizational goals and objectives. In the context of a nation, organizational goals and objectives are good governance and sustainable development.

To DuBrin(2001) leadership style is the relatively consistent pattern of behaviour that characterizes a leader. From the above definition, leadership style is a pattern of behaviour and it is consistent. By implication, the leadership styles of the political office holders could be said to be the pattern of behaviours consistently displayed by the political office holders till date. With respect to this, Ogbeidi (2012) lamented that it is pathetic that the Nigerian political office holders have imbibed the culture of self-service which makes them to pursue personal goals at the expense of

broader national interests. Consequently, emphasis has been on personal aggrandisement and self-glorification with the result that corruption has become a euphemism for explaining political leadership in Nigeria. This was corroborated by Michels in Olayiwola, (2013) who observed that since the flag off of political independence in 1960, Nigerian leaders and their regimes have been deeply engrossed in excessive acts of corruption and bad governance. This has been the pattern of behaviours of political office holders in Nigeria till date, and the south-western geo political zone is not an exception.

In the search for factors responsible for the behaviours of political office holders, researchers have come up with different explanations. One of such explanations is the personality of the leader. Hogan and Kaiser (2005)linked leadership styles of political office holders to their personality. They asserted that personality predicts leadership because who we are is how we lead.On the basis of this assertion, one wishes to investigate some personality factors that might be responsible for the consistent corrupt pattern of behaviours of political office holders in the south-western part of Nigeria. Agbude, Elegbeleye, and Nchekwube (2014) attributed various maladaptive behaviours of political office holders in Nigeria to evidences of personality disorder. Personality disorders are psychological problems. On that premise, one may want to ascertain how mental health and psychological well-being which affect personality can serve as determinants of leadership styles among political office holders in south-western Nigeria.

According to WHO (2004), mental health is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community. The Public Health Agency of Canada (PHAC) adopted a broader definition which defined mental health as the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. Moreover, the agency elaborated that mental health may be positive or negative and proposes that the indicators of positive mental health include ability to enjoy life, emotional well-being, spiritual well-being, behavior and respect for culture, equity, social justice and personal dignity. Going by this definition positive mental health is needed to be able to work productively and make meaningful contribution to community development.

It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity. Mental health is fundamental to individual well-being and it is related to psychological well-being (Oyewunmi , Oyewunmi, Iyiola & Ojo, 2015).

Due to the relation between the two, studies investigating psychological well-being draw on various conceptualizations of mental health (Keyes, Shmotkin, & Ryff, 2002). According to Ryff (1989) cited by De Lazzari (2000), psychological well-being is a relatively complex notion with a variety of components that may contribute to it. Ryff (1989) described the components of psychological well-being as self-acceptance, the establishment of quality ties to other, a sense of autonomy in thought and action, the ability to manage complex environments to suit personal needs and values, the pursuit of meaningful goals and a sense of purpose in life and continued growth and development as a person. Considering the relation between mental health and psychological well-being, one can aptly sat that positive mental health correlates positively with high psychological well-being.

Juxtaposing the indicators of positive mental health highlighted above with the leadership styles of the political office holders in South-western Nigeria, it appears that political office holders in South-western Nigeria seems to lack a key component of positive mental health which is respect for culture, equity, social justice and personal dignity. Psychological well-being is considered to be properly explained from two perspective (Johal & Pooja, 2016). First is the concept of the hedonic approach which is associated with happiness and defines well-

being in terms of pleasure attainment and pain avoidance; the second perspective has to do with eudemonics approach which focuses on meaning and self-realization. In this case, well-being is defined in terms of degree to which a person is fully functioning (Keyes 2002; Ryan and Deci, 2001). Therefore, psychological well-being is a construct that encompasses happiness, sociability, being jovial, self-esteem and emotional stability. Therefore, there is need to investigate how it can influence leadership styles of political office holders.

This study was delimited to the South West Geo – Political Zone of Nigeria, comprising six states which are Lagos, Oyo, Ogun, Osun, Ondo and Ekiti states. It was also aimed at assessing the influence of mental health and psychological well-being of political office holders on their leadership styles in order to foster good governance and sustainable development in the Country.

The main goal of this study was to determine the level at which mental health and psychological well-being will predict the leadership styles of political office holders which is expected to enhance good governance and sustainable development.
This study becomes very important in this political era for members of the public to properly make their choice during the time of election. It will help Government to make right decision on the class of people that are to vile for elective positions in the Country. It will also help in advocating for good electioneering process that will produce competent and responsible Political Leaders in the Country especially in the South West Zone.

The following hypotheses were formulated:

- There is no relationship between the mental health and leadership styles of Political Office Holders
- There is no relationship between the Psychological well-being and leadership styles of Political Office Holders
2. **Method:**

2.1 Research Design

This study employs the use of expost-factor research design. This is because the variables being investigated have already occurred and attempt is only being made to determine the influence of the criterion measure.

2.2 Participants: Participants were Political office holders in the South West Geo political zone comprising Lagos, Ogun, Oyo, Osun, Ondo, and Ekiti states were considered as the population of this study. Stratified random sampling technique was used to select 120 political office holders from among local government, state assembly and national assembly honorables and senators in the South West Nigeria.

2.3 Instrument*: Three validated questionnaires were used as instrument to collect data from the respondents. The questionnaires are:

2.3.1 *Leadership styles questionnaire:*
This questionnaire was adapted to measure leadership styles among political office holders and this instrument was cross validated using factor analysis and the cron bach alpha was used to measure its reliability.The original questionnaire contains 18 items developed by Northouse(2017). The scale reported 0.75 level using cronbach alpha. It was designed in likert format of strongly agree to strongly disagree. Strongly agree was scored 4, while strongly disagree was scored 1. Sample items in the scale include: 'employees need to be supervised closely or they are not likely to do their work', 'leadership requires staying out of the way of subordinates as they do their work', 'in general, it is best to leave subordinates alone'. Six different items in the questionnaire are meant to measure Authoritarian or autocratic, Democratic and lasseiz faire leadership styles as follows:
Sum the responses on items 1, 4, 7, 10, 13, and 16 (authoritarian leadership).
Sum the responses on items 2, 5, 8, 11, 14, and 17 (democratic leadership).
Sum the responses on items 3, 6, 9, 12, 15, and 18 (laissez-faire leadership).

2.3.2 *Mental Health Inventory:*

Mental health was measured using Mental Health Inventory (MHI-5) developed by Vert and Ware, Jnr. (1983). It was adopted by Ogunyemi and Mabekoje (2007) on self-efficacy, risk-taking behavior and mental health as predictors of personal growth initiative among undergraduates and the psychometric properties well stated by them as follows: The scale is a 5- item scale designed in 6-point likert scale format ranging from 1= 'none of the time' to 6= 'all of the time'. Some of the item include 'how much of the time during the past month, have you felt calm and peaceful'.

The MHI-5 has a maximum score of 30 and a minimum score of 5. The psychometric properties of this inventory are similar to those og the General Health Quetionnniare(GHQ-12) (Mccabe, Thomas, Brazier and Coleman, 1996). Hocymans, Garsen, Westert and Verhaak (2004) compared the performance of the (GHQ-12) and the (MHI-5), both measures of general mental health. The agreement between GHQ-12 (score 0-12) and MHI-5 (score 0-100) is 0.64kappa statistics between GHQ$\geq$ 2 and MHI $\leq$ 72 was .0.49, indicating moderate agreement. Other researchers that had been reported to have used this inventory include (Hassan,2005; Mccabe, Thomas, Braizer and Coleman, 1996) Rumpf, Meyer, Hapke and John,2001; Strand, Dalgard, Fambs and Rognerud, 2003). The current study show reliability co-efficient of 0.441 using Cronbach's Alpha.

2.3.3 *Psychological well-being questionnaires:*

A 3item scales by Ryff and Keye (1995) in journal of Personality and Social Psychology, 69, 719-727 were adopted to measure psychological wellbeing of political office holders. The scales are categorized into six domains and their psychometric properties are stated below:

Autonomy -0.83, Environmental Mastery-0.86, Personal Growth- 0.85, Positive Relations with others-.88, Purpose in life-0.88 and Self-Acceptance- 0.91. The overall Reliability value in the current study is 0.69.

2.4 *Procedure*

The researchers employed the assistance of a research assistant who is an ex-student of the lead researcher. A total of three weeks were used for the administration and collection of the questionnaires. One hundred and twenty questionnaires were administered but one hundred were retrieved and found adequate for analysis of data. Factorial logistic regression analysis was used as statistical tool to analyze the collected data and the hypothesis respectively.

3. Results

This study investigates the relationship between political office holders' chosen leadership styles and two possible determinants - mental health and psychological well-being, a feat that could serve as a basis for improving good governance and sustainable development, using South-West Nigeria as a case study. A frequency summary of the observed scores for 100 political office holders investigated in this study revealed that about 47% and 52% have low and high mental health, respectively, while approximately 56% and 43% of them were observed to have low and high psychological well-being, respectively.

TABLE 1: CLASSIFICATION BY GROUPS (LEADERSHIP STYLE)

LEADERSHIP STYLE	OBSERVED	PREDICTED		PERCENTAGE CORRECT
		LOW	HIGH	

AUTHORITARIAN	LOW	46	10	82.1
	HIGH	10	33	76.7
	OVERALL			**79.8**
DEMOCRACTIC	LOW	43	16	72.9
	HIGH	13	27	67.5
	OVERALL			**70.7**
LAISSEZ	LOW	43	15	74.1
	HIGH	13	28	68.3
	OVERALL			**71.7**

In Table 1 above, the various levels of leadership styles are examined for all the 100 political office holders investigated in this study. For the three leadership styles, each political office holder is examined, scored and classified into one of two possible categories – high and low. Using the logistic regression model which consists of two predictor variables – mental health and psychological well-being, political office holders are classified into the two groups in comparison with the observed frequencies. In consideration of the authoritarian leadership style, the percentage of correct prediction for the low and high was 82.1% and 76.7%, respectively. Overall, the defined logistic model is able to correctly classify the political office holders into either low or high authoritarian leadership style approximately 80% of the time. In the same vein, for the democratic and laissez-faire leadership style, the overall correct prediction and classification are approximately 71% and 72%, respectively. In all three cases, the model is able to correctly classify the political office holders into the two groups.

TABLE 2: LOGISTIC REGRESSION RESULT FOR EACH LEADERSHIP STYLE

LEADERSHIP STYLE	VARIABLES	B	S.E.	Wald	df	Sig.	Exp(B)
AUTHORITARIAN	MMH(1)	-1.104	0.541	4.161	1	0.041	0.331
	WELL(1)	-2.879	0.540	28.477	1	0.000	0.056
	Constant	1.789	0.497	12.941	1	0.000	5.982
DEMOCRATIC	MMH(1)	-0.367	0.451	0.665	1	0.415	0.693
	WELL(1)	-1.727	0.449	14.778	1	0.000	0.178
	Constant	0.698	0.386	3.280	1	0.070	2.011
LASSIEZ-FAIRE	MMH(1)	-0.263	0.452	0.338	1	0.561	0.769
	WELL(1)	-1.823	0.451	16.329	1	0.000	0.162
	Constant	0.749	0.388	3.719	1	0.054	2.115

Note: MMH and WELL represent the political office holders' mental health and psychological well-being, respectively, at a high level which is indicated by "(1)". The estimates represent the impacts of the high leadership style with reference to the corresponding reference group, low leadership style.

The result in Table 2 shows the logistic regression output for the three leadership styles examined for the 100 political office holders. For a unit increase in the mental health and psychological well-being of the political holder, the odds in favour of being highly authoritative decreases significantly (*p-value*< 0.05) by about 33.1% and 5.6%, respectively. The model is only able to explain about 33.8% of the variation in the authoritative leadership style as shown by

the Cox and Snell R square result, which implies that there may still be other variables not captured by the model that could improve the prediction performance of the model. By implication political office holders adjudged to have good mental health and psychological well-being will tend to be less authoritative.

On examining the choice of a democratic leadership approach, a similar feat was observed as the result showed that a unit increase in the political office holders' mental health and psychological well-being reduce the odds in favor of being highly democratic by about 69.3% and 17.8%, respectively. While the estimated log of odds for mental health was not significant (*p-value*> 0.05), it was significant (*p-value*< 0.05) for the political office holders' psychological well-being. The associated Cox and Snell R square reveals that the model is only able to explain 15.6% of the variation in choice of democratic leadership style adopted by political office holders.

The model for the laissez-faire leadership style reveals its inverse relationship with political office holders' mental health and psychological well-being. While a unit increase in political office holders' mental health decreases the odds in favour of the adoption of high laissez-faire leadership style, this estimate is not significant (*p-value*> 0.05). On the other hand, a unit increase in the psychological well-being of political office holders significantly (*p-value*< 0.05) reduces the odds in favour of the adoption of high laissez-faire leadership style. The model coefficient of determination measured by the Cox and Snell R Square is 0.169, which implies that only 16.9% of the choice between low and high adoption of laissez-faire leadership style.

Summarily, while psychological well-being play an important role in the determining the choice of leadership approach of political office holders, the same may not be said in the case of their mental health. This is as seen in the models for democratic and laissez-faire leadership styles, where it was observed not to be a significant predictor. Thus, the null hypotheses of no significant relationship between psychological well-being of political office

holders and their leadership styles were rejected. In the same vein, the null hypothesis of no significant relationship between mental health and authoritarian leadership style was rejected, while the null hypotheses with regards to mental health relationship with democratic and laissez-faire leadership styles were not rejected.

4. Discussion

The findings of this study support the assertion of Agbude, Elegbeleye, Godwyns-Agbude, and Nchekwube (2014) which stated that, beyond getting some set of people to sit in the ivory tower of power, we must ensure that the mental dispositions of these personnel of government are well coordinated to enhance their favourable contribution to man's quest for happiness. This is because if these sets of people have dysfunctional behaviour or personality disorder, their policies and programmes will likely diminish man's capacity for self-actualization, self-fulfillment and self-satisfaction. This is due to the established fact that there is significant relationship between mental health and psychological well-being of political office holder as predictors of their leadership styles.

This work is also in line with the view of Agbude, Adoba, and Etete (2013) on Ethics of Development that our political leaders in Nigeria need quick psychiatric intervention given their obsessive pursuit of wealth at the expense of the well-being of the citizens.

They could be said to be suffering from hypertensive materialism— unquenchable thirsty for material wealth. This abnormality is an evidence low level of self-satisfaction which is an important component of psychological well-being. In the same vein, the outcome of this study is confirming the submission of Agbude, Elegbeleye, Godwyns-Agbude, and Nchekwube(2014) that, beyond getting some set of people to sit in the ivory tower of power, we must ensure that the mental dispositions of these personnel of government are well coordinated to enhance their favourable contribution to man's quest for happiness.

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5. Implications of Leadership Styles of Political Office Holders in South-West Nigeria on Good Governance and Sustainable Development

There is a great link between good governance and sustainable development (Kabumba, 2005). The attainment of good governance requires accountability, transparency, rule of law and human rights, responsiveness, a strong civil society, free press, social sanction and reward system, popular participation, efficient systems and structures (Anyadike & Emeh 2014). There is need for the political office holders to be re-orientated for them to include accountability in their leadership style.

- There is the need for political office holders in the South-West to follow the provisions in the constitution concerning human rights and the rule of law.
- Civil rights societies and non-government organizations should be pro-active to speak out against bad leadership style of political office holders.
- There should be more participation of the populace in governance through awareness programmes on the electronic media during which political office holders can be invited to give up-dates on their leadership style.
- There should be more programmes initiated by political office holders to alleviate economic suffering among the populace.
- Corrupt leaders should be brought to book and the loots they have taken from the nation should be confiscated. This should be done not without bias due to party or political affiliations.
- Topics that bother on dealing with corruption and sustainable economic policies should be inculcated into secondary school civics education curriculum so that from the youthful stage adolescents would have been sensitized on the evil of corruption in a nation.

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