

Title: A correlation of servant leadership, leader trust, and organizational trust

Author(s): Errol E. Joseph, Bruce E. Winston

Journal: Leadership & Organization Development Journal

ISSN: 0143-7739

Year: 2005 **Volume:** 26 **Issue:** 1 **Page:** 6 – 22

DOI: 10.1108/01437730510575552

Publisher: Emerald Group Publishing Limited

Abstract: Purpose – Aims to explore the relationship between employee perceptions of servant leadership and leader trust, as well as organizational trust. **Design/methodology/approach** – Uses Laub's Organizational Leadership Assessment along with Nyhan and Marlowe's Organizational Trust Inventory.

Findings – Perceptions of servant leadership correlated positively with both leader trust and organizational trust. The study also found that organizations perceived as servant-led exhibited higher levels of both leader trust and organizational trust than organizations perceived as non-servant-led.

Originality/value – The findings lend support to Greenleaf's view that servant leadership is an antecedent of leader and organizational trust, and to aspects of other servant leadership models.

Keywords: [Leadership](#), [Trust](#)

Article Type: Research paper

Article URL: <http://www.emeraldinsight.com/10.1108/01437730510575552>