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### Why do you think employees exert extra effort for transformational leaders?

Transformational leaders inspire their employees to do better by giving their employees purpose. Higher salaries only drives happiness to a certain point. Accomplishing a task because the boss will get angry otherwise will only push employees to do a good enough job. Accomplishing a task because it has a positive impact on others will make employees want to do the best job they can.

### What is the distinction between transformational behaviour and personal style?

Transformational behaviour inspires people to do their best. Personal style is more along the lines of personality and habits.

### Why does Bass characterize transformational leadership an “art and science” rather than a skill?

A skill is something that can be learned without an appreciation for the subject, a skill is something you can memorize. To practice an art you have appreciate it, you can’t just look at a great painting and repeat it. Similarly you can’t just study a transformational leader and repeat what they do.