

**AN APPLICATION OF BLAKE AND  
MOUTON'S LEADERSHIP STYLES OF  
SEMINARIANS OF SAINT JOSEPH MAJOR  
SEMINARY IN HO CHI MINH CITY DIOCESE  
DURING SERVING AT PARISH**

Pham Van Trong<sup>1</sup>

**Abstract:** The purpose of this study was to use the theory of Blake and Mouton's leadership Grid to measure seminarians' behaviors in when they served at parishes. The objectives were (1) to determine the leadership styles the seminarians applied during serving at parish; (2) to examine relationship between seminarians' leadership styles and their demographic profile; (3) to compare the difference in Team leadership styles among age groups, diocese groups, educational attainment groups, and work experience groups.

The research method using in this study was quantitative. A Likert scale questionnaire which based on Blake and Mouton's leadership Grid theory was used to determine leadership styles of 168 seminarians of five classes from three dioceses at Saint Joseph Major Seminary of Ho Chi Minh City diocese. The data from questionnaire was analyzed by using SPSS program.

The findings of this study demonstrated that there was a dominant leadership style the seminarians applied during serving at parish; seminarians' leadership styles were no related to age, diocese, educational attainment, and work experience; Team leadership style of seminarians were no significantly different among age groups, diocese groups, educational attainment groups, and work experience groups.

**Keywords:** Leadership Style, Blake and Mouton's leadership, Seminarian, Seminary, Parish

**Introduction**

Leadership is one of elements which existed in human society for long time ago. Leadership associates with human's sense of living community. It created success, survival and development of any human team (Nwaogu, 2008). Look back to human history, according to Phil (August 8, 2008), good leadership was always an element necessary and important to help people achieve success in their life. Nowadays leadership was still needed in every aspect of the world. Even, Phil stated: "A world without leaders is

like a ship without lighthouse." In other words, today human world was developed and changed strongly and quickly because there were great leaders to contribute and build it. The great leaders which human on the earth could not forget came from every field, such as Buddha, Jesus Christ, and Mohammed... in spiritual aspect or Newton, Copernicus, *Descartes*, *Pasteur...* in scientific field and so on (Nwaogu, 2008).

Leadership was one of three missions the Church received from Jesus Christ, God made man (Hyos, March 13, 1999). Jesus entrusted the mission of leadership to the Church through The Twelve including Saint Peter and the eleven other followers of Jesus. Jesus gave them the authority of leadership when Jesus said: "I will give you the keys of the kingdom of heaven, and whatever you bind on earth shall be bound in heaven, and whatever you loose on earth shall be loosed in heaven" (Matthew 16:19 The New American Bible Revised Edition). At the same time, Jesus also reminded the leaders of the Church about the importance of leadership. Jesus said: "If a blind man leads a blind man, both will fall into a pit" (Luke 6:39 The New American Bible Revised Edition; Matthew 15:14).

Jesus' teaching of leadership was significant for the Church's leaders, especially for the priests. According to Church's teaching, the priests were the representatives of Jesus Christ. They assumed essential responsibility for Christian community. They were the minister of the vital redemptive actions. Through the authority received, they became the fount of life and vitality for whole Church and for his parish. In other words, priests were indispensable leaders to the community entrusted to them. They received the authority of leading community from God through their bishop who the genuine successor of The Twelve. Together with their bishop, priests as bishop's associates led the community entrusted to them (Hyos, March 13, 1999; John Paul II, March 25, 1992). Even, Pope John Paul II (March 25, 1992) affirmed that without priests the Church could not exist and fulfill the missions she received from Jesus Christ, God made man. Therefore, it required the priests, as the leaders of the Christian community entrusted to them, to become good leaders (Hyos, March 13, 1999).

Becoming good leaders is also a requirement for seminarians because they are candidates to become priests. In the future, when they are ordained as priests, they will become leaders for the parish

---

<sup>1</sup> Master Candidate in Educational Administration, Graduate School of Education, Assumption University, Thailand  
jos.phamtrong@gmail.com