

## Care and Community in Euro-Atlantic Diplomacy: A Discourse Analysis

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*Traditional International Relations (IR) theories emphasise power politics, often overlooking human-centric socio-political factors like care and community. In contrast, recent approaches in other social sciences have compensated by overemphasising empathy, neglecting the complex security concerns critical to navigating modern geopolitical environments. This creates both a contextual gap—where IR models inadequately address human factors—and a disciplinary gap between IR and emotion-driven frameworks in social sciences, which blunt the strategic clarity essential for effective diplomacy. This research explores leadership psychobiography and geopolitical pragmatism through a foreign policy analysis framework. The study examines the public diplomacy discourse of female Euro-Atlantic leaders during the Russia-Ukraine War. Their leadership—marked by rational compassion and democratic values—deviates from conventional models. The scope and unity of this female cohort, shaped by their shared temporal and geographic context, present a unique contribution and address an existing gap in the literature. These leaders, opposing Russia's aggression, integrate dignity, solidarity, and resilience into their public diplomacy, challenging traditional paradigms. By blending compassion with strategic calculation, they transcend political alignment and advocate for a perspective that recognizes both the human and community aspects of geopolitical conflicts. This study demonstrates the value of incorporating gendered leadership perspectives in diplomacy, where care and community complement traditional strategic considerations in complex geopolitical situations. It paves the way for further exploration of female-led diplomacy and a gendered understanding of foreign policy, advocating for leadership models that stress both strength and humanity.*

**Keywords:** *Female Leadership, Foreign Policy, Diplomacy, Trait Analysis, Discourse Analysis*

### Introduction

Research in International Relations (IR) has traditionally emphasised power politics and strategic objectives, often overlooking the significant impact of socio-emotional dynamics in shaping geopolitical outcomes. This oversight has prompted a reevaluation of conventional methodologies that predominantly view diplomacy through a male-dominated lens grounded in established power frameworks. Another consideration in extant research is the view of women as principally peacemaking and coalition building, rather than defensively oriented. Recent interdisciplinary shifts underscore the importance of integrating human-centric variables such as

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care<sup>1</sup> and community<sup>2</sup> into international commerce and global security framework analysis.<sup>3</sup>

Increasingly, empathy has been framed not just as a counterpoint to strategic decision-making but as a vital component of modern diplomacy. Social scientists and policymakers have elevated it as a key priority, embedding it into the operational code of contemporary diplomatic practice. However, this emphasis on emotionality carries significant risks that are frequently overlooked. While emotions can enhance diplomatic engagement by fostering more profound understanding and connections, it also introduces specific challenges that necessitate careful management. Over-reliance on feelings can undermine accountability and rational decision-making, potentially compromising the integrity and effectiveness of diplomatic strategies.<sup>4</sup>

Previous research has foregrounded Zelenskyy as the lead diplomat on the Russia-Ukraine front lines due to his role as Ukraine's President and prominence in leading public diplomacy efforts. While Zelenskyy's engagements often involve direct and assertive communication strategies, recent studies have highlighted how Euro-Atlantic female leaders' diplomacy shows a quantifiable divergence from both Zelenskyy and conventional rhetoric. Active on platforms like X (formerly Twitter), these leaders emphasise strategic alliances, defence investment, and strong messaging for a pro-European stance against Russian aggression. Although some female leaders have been criticised as being too "hawkish" or "Eastern" in their public messaging, there is more complexity and consideration.<sup>5</sup>

Alongside their firm stance against Russia's war of aggression and demonstrative foreign policy actions to increase defensive postures, the Euro-Atlantic cohort of female leaders also communicates the need for Ukrainian sovereignty, a robust defence, and the importance of care and community. This shift calls for an investigation into how the gradation of socio-political needs are addressed within the framework of international relations, incorporating a refined foreign policy analysis lens to understand this leadership phenomenon linked by geography and conflict.<sup>6</sup>

Building on previous research, this study explores the subtle interplay between geopolitical pragmatism and diplomatic engagement, addressing the gap often

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<sup>1</sup>Care: In the realm of international relations, it involves a comprehensive approach to addressing individuals' needs, considering their physical, mental, emotional, social, and geopolitical dimensions. It prioritises tailored strategies that foster trust and cooperation while acknowledging diverse circumstances, values, and aspirations (Dowrick et al., 1996; Risdon & Edey, 1999; Thomas & Rich, 2018;).

<sup>2</sup>Community: Within the framework of global interactions, community denotes a collective of individuals interconnected by shared human experiences and citizenship, transcending traditional state boundaries. It embodies a sense of belonging and mutual responsibility, where identity and culture are unifying factors. Communities prioritise the well-being of their members, encompassing physical, emotional, and social dimensions. Through tailored initiatives, they strive to foster solidarity, trust, and cooperation while respecting diverse backgrounds, values, and upholding a universal morality. See also Sharpcott, 2001; Walzer, 1983.

<sup>3</sup>Cassidy, 2017; Cornut, 2017; Enloe, 2014; Enloe, 2017; Niklasson, 2020.

<sup>4</sup>A qualified search on Google Scholar for "Empathy" from 2022 to 2024 revealed approximately 89,000 entries. This volume of research, in informal network analysis, indicates a significant concentration on the topic, suggesting a heightened scholarly interest and ongoing discourse in the field during this period. See also: Kazaris, 2021; Serri, 2021; Walker, 1990; Walker et al., 1998.

<sup>5</sup>Lau, S., & Moens, B. 2024.; Aggestam & Svensson, 2018.

<sup>6</sup>Brittain-Hale, 2023b

described as the "emotional dog and its rational tail."<sup>7</sup> Furthermore, it explores a contextual gap in the literature for a cohort of female diplomats in the Euro-Atlantic zone during the Russo-Ukrainian War

Notably, this study employs the Brittain-Hale Foreign Policy Analysis Model © (2023c), which, unlike traditional approaches, incorporates computational analysis and enhanced atmospheric scanning, prioritising comprehensive data gathering and context over large-n data, thereby providing a more finessed understanding of geopolitical dynamics. Specifically, this study analyses leadership, highlighting the distinct and novel contributions of female leaders in the Euro-Atlantic region to diplomacy and security. Of the twelve leaders considered in the study, ten are the first females to hold their elected positions, with only the leaders of Latvia and Finland as exceptions.<sup>8</sup>

Using Hermann's Leadership Trait Analysis, this study probes the cognitive and behavioural foundations of this female Euro-Atlantic cohort's diplomatic strategies and policy development.<sup>9</sup> This methodological approach allows for a validated psychobiographical exploration of how these leaders, with their unique viewpoints and leadership methods, have incorporated the principles of care and community into international policymaking. It is hypothesised that this has contributed to a more meaningful diplomatic conversation and improved strategic results. Nonetheless, many of these leaders have faced significant political risks in demonstrating unambiguous support for Ukraine or the broader ideal of a fully integrated European community that extends to the Republic of Georgia.<sup>10</sup>

Within the dynamic landscape of Euro-Atlantic geopolitics, a significant cohort of female leaders has emerged, wielding substantial influence and markedly impacting international relations and diplomacy within their respective nations. This group includes prime ministers and presidents known for their resilience, strategic insight, and dedication to embedding community and humanity in their governance and decision-making. This introduction sets the stage for a detailed analysis of these leaders' roles, countries, and tenures, provided later in Table 3.1, emphasising the cardinal role of female leadership in transforming global diplomacy and statecraft in the 21st century. It underscores the critical need for an integrated approach that combines compassion with strategic decision-making in diplomatic strategies, setting a new direction for future research in international relations.<sup>11</sup>

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<sup>7</sup>Haidt, J., 2001

<sup>8</sup>The Brittain-Hale Foreign Policy Analysis Model is a modern and computational approach that considers a multitude of factors by integrating FPA principles, applied history, and environmental scanning. By categorising qualitative data across various domains such as history, international relations, socio-political factors, technology, open-source information, risk assessment, intercultural dynamics, capital and economics, and legal considerations, it offers a comprehensive framework (2023b); Bosnia has its first female leader (Reuters, 2022).

<sup>9</sup>Hermann, M.G., 2002; 2005.

<sup>10</sup>წლის საპარლამენტო მოხსენება, 2024.

<sup>11</sup>Amante, 2021; Bleiker & Hutchison, 2008; Hutchison & Bleiker, 2014; European Parliament, 2023.

## Introduction to the Literature Review

As the dynamics of the Russia-Ukraine War evolve, the rise of female leaders from the Euro-Atlantic region in this high-stakes geopolitical crisis signifies a pivotal shift in the landscape of global diplomacy. Women have traditionally been viewed as more peaceful and inclined towards peacemaking; however, this assumption is not consistently supported by empirical evidence, especially in the context of conflict leadership. This literature review examines the intersection of gender, leadership traits, and public diplomacy, emphasising how leaders such as Finnish Prime Minister Sanna Marin, Italy's Giorgia Meloni, and European Commission President Ursula von der Leyen navigate and redefine international crises.

Marin's unequivocal demand during a critical press conference to withdraw Russian troops exemplifies a clear and decisive diplomatic approach, diverging sharply from the often ambiguous traditional male-dominated diplomacy<sup>12</sup>. Similarly, Meloni's assertive support during her visit to Ukraine underscores the growing influence and unique strategic perspectives brought by female leadership. The engagement of EU leaders like Metsola and von der Leyen further illustrates how female leadership at the supranational level is reshaping policy and diplomatic narratives within the EU and globally.<sup>13</sup>

These instances highlight a broader trend towards integrating action, ethical leadership, and a community-centric approach, reflecting a transformative era in Euro-Atlantic diplomatic leadership. Focusing on the psychological traits and strategic calculations that characterise their diplomacy, this review advocates for reevaluating traditional IR theories in light of new empirical evidence on female leaders' effective and impactful roles in addressing contemporary global challenges.

This analysis introduces these leaders' discrete contributions. It also sets the stage for further exploration of how gender dynamics can redefine leadership effectiveness and international policy-making in times of global crisis.

### *The Gendered Lexicon of Geopolitical Strategy*

Within the traditionally male-dominated realm of geopolitics, digital technology and social media have begun to transform established power structures. Despite significant transformations, the implications of gender on the language and strategies employed in geopolitics remain underexplored. While initial studies, such as those by Abduljaber and Kalin, have found no apparent disparities in attitudes toward war based on gender, Schramm and Stark provide evidence that societal expectations and credibility pressures can lead female leaders to adopt performative governance strategies, including initiating conflicts to display toughness. Aggestam and Towns agree that women have a unique conflict between governance and sex-based exemplars in governance.<sup>14</sup>

In essence, how gender shapes public perception of leadership during crises—and their aftermath—highlights society's tendency to ascribe masculine and feminine

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<sup>12</sup>Government Communications Department, 2022; Husu, 2023.

<sup>13</sup>European Commission, 2022.

<sup>14</sup>Abduljaber, M., & Kalin, I., 2019; Schramm, M., & Stark, A., 2020; Aggestam & Towns, 2018; 2019.

qualities to male and female leaders, respectively. These gender-based ascriptions significantly influence public expectations about which leaders are most suitable for managing specific crises. Kernell traced the evolution of direct-to-public diplomatic approaches, paralleling contemporary shifts observed in digital and female-led diplomacy.<sup>15</sup> Building on this, Enloe examines this evolution and underscores a transformative change in how diplomatic engagements are conducted, predominantly through the lens of gender.<sup>16</sup> This further complicates traditional narratives within International Relations, suggesting that gender roles and perceptions are deeply embedded in the mechanics of global diplomacy.

Even as feminist scholarship challenges binary and essentialist gender concepts, these stereotypical associations endure in public consciousness.<sup>17</sup> In their investigation of the complex interplay between gender stereotypes and crises, O'Brien and Piscopo demonstrated the significant linkages and transformative opportunities crises can provide.<sup>18</sup>

Extant literature predominantly features a male-centric lens across various geopolitical contexts, a phenomenon not just limited to recent conflicts like the ongoing Russian-Ukraine War, thereby overlooking female leaders' contributions and strategies. In this respect, Lasswell's contributions to political psychology have left a lasting impact, shaping our understanding of propaganda, power dynamics, and policymaking. His influential theories serve as a foundational framework for analysing the psychological dimensions inherent in foreign policy and leadership styles.<sup>19</sup>

Prior research into female leadership primarily employs traditional methodologies, often overlooking the potential of computational analysis and Natural Language Processing (NLP) for computational insights.<sup>20</sup> For instance, Schafer and Lambert's work on the Psychological Characteristics of Leaders (PsyCl) offers a methodological framework that has yet to be applied to a female cohort.<sup>21</sup> Its dataset notably includes a limited representation of female leaders, underscoring a more significant literature gap that necessitates methodological and thematic expansion.<sup>22</sup>

Cortellazzo and Bruni, focusing on European female leaders during crises, suggest a shift toward political adroitness, strategic emotions, and effective collaboration.<sup>23</sup> These preliminary findings advocate for a deeper exploration into how European female leaders utilise rhetorical strategies that blend strength with a strong respect

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<sup>15</sup>(1986).

<sup>16</sup>Enloe, 2014; 2017.

<sup>17</sup>Achilleos-Sarll, C., 2018.

<sup>18</sup>O'Brien and Piscopo, 2023.

<sup>19</sup>Lasswell's foundational contributions to political psychology include seminal propaganda and power dynamics theories that serve as critical frameworks for foreign policy and leadership studies (Lasswell, 1930, 1936, 1938, 1948).

<sup>20</sup>Computational analysis and NLP offer fertile ground for advancing the study of diplomatic discourse, enabling a fine-grained analysis of lexico-semantic strategies that have been largely unexplored in the context of female leadership.

<sup>21</sup>Schafer & Lambert, 2022

<sup>22</sup>Schafer and Lambert's work represents a methodological cornerstone, but its applicability to female-led diplomacy remains an open question, marking a compelling avenue for future research; See also: Erlandsen et al., 2021

<sup>23</sup> 2021.

for sovereignty and human rights, further enriching our understanding of modern statecraft. This gap underscores the critical need for expansive academic research into the psychobiographical dimensions of female-led diplomacy, an area ripe for further scholarly exploration.

Speech data reveals that the selected leaders employ rhetorical architectures infused with concord and collaboration, adding substantive layers to our understanding of modern statecraft while upholding sovereignty and human rights principles. Executing without compromising sovereignty and human rights principles is vital. This amplification of the extant literature substantiates the imperative of further academic inquiry into the psychobiographical aspects of female-led diplomacy—a field conspicuously lacking in comprehensive study.

### *Strategy and Discourse in a Politicised Context*

Building on this foundation, the exploration focuses on the synergy between psycholinguistic analysis and political contexts, examining how leaders' language choices reflect their psychological profiles and influence their diplomatic interactions. This nexus has garnered attention in previous research. This interdisciplinary exploration underscores the capacity of a multidisciplinary approach to yield robust insights into the realms of IR and Foreign Policy Analysis (FPA).

For example, Danish Prime Minister Mette Frederiksen's statement during a press conference — "In all its horror, the war reminds us that freedom comes with obligations, that democracy does not come by itself, and that we in Europe have a common destiny." — exemplifies how political discourse can reflect and influence geopolitical realities, encapsulating the profound interconnectedness between a leader's language choices and the broader political context. By melding psycholinguistic analysis with political contexts, this hybrid approach provides critical insights extending IR and FPA's boundaries.<sup>24</sup> Examining the intricate interactions between language and political action shows how leaders utilise linguistic constructs to convey their intentions and shape their identities on the global stage. Lexical analysis is particularly salient in the era of social media, described as the public square of modern statecraft, where computational analysis elucidates correlations between political dialogue and individual leader characteristics.<sup>25</sup>

### *Power Dynamics and Rhetoric: Discourse in Action*

The study of leadership decision-making in foreign policy is a complex field, drawing on a variety of frameworks and methodologies to examine its many dimensions.<sup>26</sup> George's seminal work on the "operational code" is a foundational pillar, illuminating the cognitive maps that political leaders utilise when making

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<sup>24</sup>Brittain-Hale, 2023b; Brittain-Hale Foreign Policy Analysis Model: HISTORICAL.

<sup>25</sup>George, 1989; Hermann & Hermann (1989), examine how a network of actors, not just leaders, influences foreign policy decisions. See also: Hermann, M.G. et al., 2001; Hermann, M.G., 2019

<sup>26</sup>Kampf (2015) provides frameworks for political discourse analysis research; See also: Tannen et al., 2015

pivotal decisions.<sup>27</sup> Broadening the foundational framework by Hermann and Hermann, their empirical exploration enriches our comprehension by spotlighting a network of actors collaboratively moulding foreign policy decisions. This dynamic observation introduces complexity to the conventional wisdom that attributes these decisions exclusively to particular leaders. This complete perspective surfaces the complex web of interactions in diplomatic spheres, where several stakeholders collaborate to devise and implement foreign policy agendas.

As an example, Prime Minister Meloni firmly declared, "Italy has consistently shown its unwavering solidarity with Ukraine's territorial integrity and sovereignty, emphasising the country's plight as a result of the Russian Federation's brutal and unjust aggression." The statement "This unwavering dedication characterises Italy's future course" emphasises the critical role that national leaders play in communicating official stances.<sup>28</sup> Nevertheless, it is crucial to understand that these proclamations originate from the leader's personal beliefs and symbolise the unified position of the nation-state, which is shaped by numerous domestic and international factors.<sup>29</sup>

Therefore, the conceptual framework proposed by Hermann and Hermann supports the notion that a more sophisticated analytical approach is necessary to comprehend the complex interaction between systemic forces and individual agencies that influence foreign policy outcomes.<sup>30</sup> This paradigm shift encourages a more profound exploration of the intricate realm of IR, where psychological insights and psycholinguistic analyses converge to provide a more holistic comprehension of diplomatic phenomena.

Adding another layer of complexity, Hansen et al., explored the factored gender and partisan gaps in American attitudes toward the use of force.<sup>31</sup> Their work opens a window into the social and psychological factors that influence and constrain leadership decision-making.<sup>32</sup> Schafer's "at-a-distance analysis" further contributes methodological flexibility to understanding how leaders' characteristics affect policy outcomes.<sup>33</sup> Similarly, Snyder et al. revisit and update classic models of foreign policy decision-making, offering a modern take for today's analysts.

<sup>34</sup>These seminal works set the stage for a more focused examination of the use of language in foreign policy decision-making. The results of this study contribute to the broader dialogue in the realm of FPA. Complementing this perspective, Hudson and Day emphasise that the language used by political leaders can be a lens into their decision-making processes, revealing the underlying motivations and intentions behind their policies.<sup>35</sup> This observation is particularly pertinent when considering how Zelenskyy's language choices reflect the complex nature of foreign

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<sup>27</sup>Hermann and Hagan (1998) explore the influence of leadership on international decisions, arguing that leaders' styles and beliefs significantly impact foreign policy.

<sup>28</sup>The Guardian, 2024; Regeringskansliet, 2022a; Regeringskansliet, 2022b

<sup>29</sup>Steele, B.J. 2019a; 2019b

<sup>30</sup>Hermann & Hermann, 1989

<sup>31</sup>Hansen, M., Clemens, J., & Dolan, K., 2022.

<sup>32</sup>Budd (2016) Discusses historiography as a tool of political discourse; Panahi et al. (2021) studied presidential rhetoric in speeches for legitimization.

<sup>33</sup>Schafer, M., 2014

<sup>34</sup>Snyder, R. C., Bruck, H. W., & Sapin, B.), 2002)

<sup>35</sup>Hudson & Day, 2019

policy decisions and the communicative strategies that uphold them.

Discourse analysis in psychobiographical studies, as outlined, offers invaluable insights into the personalities, decision-making processes, and ideological leanings of noteworthy figures.<sup>36</sup> By assessing their language and speech patterns, it is possible to unveil fresh perspectives on leadership styles, communication strategies, and their influences on policy and governance. For example, Brittain-Hale employs a multi-dimensional lens to examine Zelenskyy's leadership style and its potential impact on democratic processes in Ukraine, underscoring the interconnectedness of leadership communication, psychobiography and their ramifications on democratic principles and electoral integrity.<sup>37</sup>

### *Framing the Community: Legitimation and Identity in Female Leadership*

Regarding the impactful role of rhetoric in power dynamics, female leaders face additional complexity due to gendered expectations and biases. To navigate this intricate terrain, they employ legitimation strategies — such as authorisation, moralisation, rationalisation, and mythopoesis — to craft dialogues that synergise with national branding and identity.<sup>38</sup> These dialogues form a national psychobiographical landscape that fosters social cohesion and establishes moral foundations for citizenship.<sup>39</sup>

#### Authorization and Moralization (Task Orientation)

Female leaders often find themselves in a double bind. Even when their authority is formally sanctioned through democratic or constitutional means, their gender can pose an additional hurdle to perceived legitimacy.<sup>40</sup> Authorisation is a strategy to mitigate this tension, often invoking traditional, religious, or constitutional narratives that validate their leadership roles.<sup>41</sup> Moralisation complements this approach by leveraging moral imperatives and ethical norms to bolster legitimacy, challenging and capitalising on gendered stereotypes.<sup>42</sup>

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<sup>36</sup>Danowski et al. (2021) employ lexicographic analysis to study the change in discourse in U.S. presidential speeches, offering insights into how political language has evolved.

<sup>37</sup>In her 2023 research, Brittain-Hale employs a multimodal analysis of President Zelenskyy's diplomatic approaches in the Russo-Ukrainian conflict. She utilises the LIWC-22 (Linguistic Inquiry and Word Count) tool, developed by Boyd et al. (2022a), to assess linguistic patterns, along with descriptive statistics and norms also provided by Boyd et al. (2022b). This analysis builds on the concept of "The Personality Panorama," conceptualised by Boyd, Pasca, and Lanning (2020), to create a multidimensional portrait of Zelenskyy's diplomatic style.

<sup>38</sup>Mirhosseini (2017) analyses legitimation strategies and national identity construction in political discourse, contributing to understanding regime stability and international standing.

<sup>39</sup>Aronczyk (2008) investigated the role of branding consultants in shaping national identities, highly relevant in the context of soft power.

<sup>40</sup>Towns, 2020

<sup>41</sup>Brittain-Hale (2023a; 2024) examines the rising role of female diplomats in the Russo-Ukrainian War, highlighting their increasing influence in shaping outcomes.

<sup>42</sup>Burns, 1978



### Exploring Psychobiographical Landscapes (In-group Bias)

Beyond strategic manoeuvring, "framing the nation" deeply informs the psycholinguistic landscapes crafted by female leaders.<sup>43</sup> Language, laden with power dynamics, not only shapes national identity through standard terms, symbols, and myths but also becomes a vehicle for influencing public opinion and policy. In this vein, Tullis's work on the "rhetorical presidency" serves as a foundational framework directly applicable to female-led diplomacy.<sup>44</sup> His research offers transferable insights, enriching our understanding of how female leaders deploy specific communication strategies to navigate complex geopolitical landscapes.

### Strategic Intent versus Empathetic Engagement

While human connection enriches relational dynamics within diplomacy, it also necessitates a cautious approach due to potential risks related to accountability and manipulation. Empathy has transcended its traditional role as merely a counterbalance to strategic decision-making and has become a weighty part of operational code within social sciences and policymaking.<sup>45</sup> However, this evolution risks overly prioritising emotional alignment over strategic interests, potentially compromising objective decision-making processes.<sup>46</sup>

Compassion, when used strategically, enables policymakers to understand other actors' motivations and anticipate potential actions, thereby enhancing decision-making. However, this strategic application must not overshadow the necessity for clear-headed, principled decisions that align with national and international objectives. While valuable for drawing lessons from past experiences, historical sentiments must be tempered with a critical assessment to prevent the romanticisation of past events, which could skew contemporary policy decisions.<sup>47</sup>

In conflict resolution and humanitarian interventions, the role of feelings is double-edged. While it fosters reconciliation and shapes humanitarian-focused policies, overemphasising emotional solidarity can sometimes inhibit decisive action and lead to policy paralysis. It is crucial in diplomatic communications and strategic planning but must be balanced with leadership qualities such as wisdom and integrity.<sup>48</sup>

The strategic integration of in-group framing in foreign policy requires a sophisticated understanding of its limitations and potential for exploitation. Policymakers must navigate the delicate balance between empathetic engagement and the imperative to uphold strategic and ethical standards. This perspectival take underscores its role as a facilitator of diplomatic engagement and a complex element requiring careful management within the broader spectrum of international relations.

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<sup>43</sup>Brittain-Hale (2024) discusses the transformation of foreign policy in the Russo-Ukrainian war through the lens of feminine influence, challenging traditional diplomatic paradigms.

<sup>44</sup>Tullis, 2007

<sup>45</sup>Holmes & Yarhi-Milo, 2016, Žilinčík, 2022

<sup>46</sup>Brookings Institution, 2017

<sup>47</sup>The Atlantic, 2015; Bloom, 2016

<sup>48</sup>National Review, 2015

### Conclusion of Literature

Thus, understanding the strategic use of language in diplomacy enriches our comprehension of individual leaders' approaches and prepares the ground for a deeper exploration of how these strategies manifest in crises, as discussed in the following sections on power dynamics and rhetoric.

### Methodology

The methodology section outlines a targeted analysis of twelve female leaders, either heads of state or government, from various Euro-Atlantic entities from 2022 to 2024. These leaders represent Moldova, Italy, Georgia, Denmark, Sweden, Finland, Latvia, Lithuania, Estonia, the European Union, and the EU Parliament. The speeches selected are pertinent to the war in Ukraine, reflecting each leader's or organisation's specific engagement with this significant geopolitical crisis, providing insights into their diplomatic strategies and handling of complex international issues.

Table 1 outlines the leaders under study, noting their roles and tenures, providing a framework for understanding their contributions to Euro-Atlantic diplomacy. This setup contextualises their leadership within the current geopolitical landscape and underscores the strategic importance of their communications in shaping policy and international relations.

Leader	Country	Role	Dates in Office
Mette Frederiksen	Denmark	Prime Minister	2019–Present
Kaja Kallas	Estonia	Prime Minister	2021–2024
Sanna Marin	Finland	Prime Minister	2019–2023
Salome Zourabichvili	Georgia	President	2018–Present
Ursula von der Leyen	Germany	President of the EU Commission	2019–Present
Katalin Novák	Hungary	President	2022–2024
Giorgia Meloni	Italy	Prime Minister	2022–Present
Evika Silina	Latvia	Prime Minister	2023–Present
Ingrida Šimonytė	Lithuania	Prime Minister	2020–Present
Roberta Metsola	Malta	President of the EU Parliament	2022–Present
Maia Sandu	Moldova	President	2020–Present
Magdalena Andersson	Sweden	Prime Minister	2021, 2022

The methodology integrates Natural Language Processing (NLP) tools from the Leadership Trait Analysis (LTA) program in Profiler Plus to assess speeches

quantitatively. This approach categorises leadership discourse into qualitative variables, enabling evaluation of linguistic markers related to "care and community," highlighting a new paradigm of female-led diplomacy.

The combination of qualitative and quantitative methods allows for data analysis, identifying patterns and trends elucidating broader impacts of leaders on public diplomacy and the Russo-Ukrainian War. This methodological rigour ensures that the study captures the complex interplay of leadership traits and diplomatic engagement, setting the stage for a deeper understanding of how gender influences leadership styles and international policy decisions.

#### *Analysing Care and Community in Female-Led Diplomacy through LTA*

This research adopted a unique approach to female-led diplomacy, distinct from traditional masculine diplomatic methods and the principles commonly associated with feminist foreign policy. The analysis focused on identifying markers of care and community within LTA variables, highlighting their importance in shaping diplomatic strategies beyond conventional frameworks. This exploration aimed to uncover how these elements are woven into the discourse of sample leaders, contributing to the evolution of diplomatic practices in response to contemporary geopolitical challenges.

**Table 2.** *Leadership Traits from Leadership Trait Analysis (M. G. Hermann, 2005)*

<b>CODE</b>	<b>Trait</b>	<b>Trait Description</b>
BACE	Belief in One's Ability to Control	<i>Perception of having control and influence over events, situations, and developments</i>
PWR	Need for Power and Influence	<i>Aspiration to control, influence, or impact other actors</i>
CC	Conceptual Complexity	<i>Ability to perceive nuances in one's political environment, differentiate things and people in one's environment</i>
SC	Self Confidence	<i>Sense of self-importance as well as perceived ability to cope with one's environment</i>
TASK	Task Focus/Orientation	<i>Focus on problem-solving or group maintenance/relationships</i>
DST	General distrust or suspiciousness of others	<i>Tendency to suspect or doubt the motives and deeds of others</i>
IGB	In-group bias	<i>Tendency to value (i.e., socially, politically, etc.) defined group and place the group front and centre</i>

It is essential to focus on components prioritising group-oriented values and reflecting relational dynamics to identify psychobiographical indicators of 'care' and 'community' within the Leadership Trait Analysis framework. The traits from Table 2 categorise these orientations. Notably, In-group Bias (IGB) illustrates a leader's propensity to value their defined group, manifesting a sense of community and potential care. A pronounced in-group bias may indicate a leader's dedication to the welfare and interests of their identified group, aligning with efforts to nurture community cohesion.

The speeches analysed in this study are predominantly oriented towards supporting Ukraine, suggesting that 'community' should be construed broadly beyond the geographical confines of the leader's state. In supranational contexts, as evident with leaders like Metsola and Von Der Leyen, the discourse shifts from a broader European community to emphasise stronger ties with Ukraine. Rhetorical strategies under Meloni's leadership in bilateral security agreements, like those between Ukraine and Italy, exemplify and unify these groups.

Task Focus/Orientation (TASK) relates to group maintenance, where leaders prioritise cohesion and relational dynamics to demonstrate care and foster community engagement. This commitment is crucial for expanding the notion of 'community' as discussed in the selected speeches.

Conceptual Complexity (CC) raises an empirical question: Although it may show consistent levels across cohorts, the critical variable is the nature of the discourse in the selected speeches, which diverges from typical political rhetoric, as observed in the Euro-Atlantic diplomatic corps.

Other components, such as Belief in One's Ability to Control (BACE), Need for Power (PWR), Self-confidence (SC), and General distrust (DST), also exert influence on leadership styles. However, they exhibit a less direct connection to care and community. For instance, high self-confidence or a strong belief in one's ability to control events can influence how a leader implements policies or interacts with their in-group, thus indirectly moulding community dynamics. Collectively, self-confidence and BACE may showcase a leader's confidence in their allies' capacity to offer significant support and care.

### *Methodological Rigour and Object of Study: Selected Speeches*

This section contains the carefully chosen assortment of speeches given by women in leadership positions across different Euro-Atlantic organisations from 2022 to 2024.<sup>49</sup> These speeches were selected for their relevance to the Russian-Ukraine War and the significance of the speaker's country or organisation in the conflict. Each speech offers essential information about diplomatic tactics, foreign policy decisions, and leadership styles during heightened geopolitical unrest.

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<sup>49</sup>Euronews, 2021

*Speeches Selected*

1. Magdalena Andersson, Swedish Prime Minister - Crimea Platform Summit.<sup>50</sup>
2. Mette Frederiksen, Danish Prime Minister - "A Light in the Dark".<sup>51</sup>
3. Kaja Kallas, Estonian Prime Minister - "16th Berlin Speech on Freedom".<sup>52</sup>
4. Sanna Marin, Finnish Prime Minister - Speech at the European Parliament.<sup>53</sup>
5. Giorgia Meloni, Italian President - Press statement with President Zelensky of Ukraine.<sup>54</sup>
6. Roberta Metsola, President of EU Parliament - Speech on Ukraine.<sup>55</sup>
7. Katalin Novák, Hungarian President - Inauguration speech.<sup>56</sup>
8. Maia Sandu, Moldovan President - Independence Day speech.<sup>57</sup>
9. Elīna Silina, Prime Minister Latvia - Warning about Putin's trap.<sup>58</sup>
10. Ingrida Šimonytė, Lithuanian Prime Minister - Speech to AJC Forum.<sup>59</sup>
11. Ursula von der Leyen, European Commission President - Statement in response to the Russian invasion of Ukraine.<sup>60</sup>
12. Salome Zourabichvili, Georgian President - Speech at the New Security Architecture for Europe Conference.<sup>61</sup>

*Data Set Comparison*

The dataset employed in this research was adapted from the PsyCI dataset by

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<sup>50</sup>Andersson, M. (2022, August 24). Address by the Prime Minister at the Crimea Platform Summit. Retrieved from <https://www.government.se/contentassets/3374f6ad48014949b0db11e9b685203d/prime-minister-magdalena-andersson-speeches-2021-2022.pdf>

<sup>51</sup>Frederiksen, M. (2022) Danish prime minister mette frederiksen speech. A light in the dark. (n.d.). Retrieved March 24, 2024, from <https://ukraine.um.dk/en/news/danish-prime-minister-mette-frederiksen-speech>

<sup>52</sup>Kallas, K. (2022, April 25). 16th Berlin Speech on Freedom. Prime Minister of Estonia.

<sup>53</sup>Marin, S. (2022, September 13). Prime Minister Sanna Marin's speech at the European Parliament. Government Communications Department.

<sup>54</sup>Meloni, G. (2023). President Meloni's press statement with President Zelensky of Ukraine. (2023, May 15). [www.Governo.It. https://www.governo.it/en/articolo/president-meloni-s-press-statement-president-zelensky-ukraine/22619](https://www.governo.it/en/articolo/president-meloni-s-press-statement-president-zelensky-ukraine/22619)

<sup>55</sup>Metsola, R. (2022, February 24). Aggression is confrontation with Europe: speech on Ukraine. Press Releases, European Parliament.

<sup>56</sup>Novák, K. (2023). The inauguration speech of Katalin Novák, President of the Republic of Hungary. Ministry of Foreign Affairs and Trade of Hungary <https://bejrut.mfa.gov.hu/eng/news/novak-katalin-koztarsasagi-elnoek-beiktatasi-beszede>

<sup>57</sup>Sandu, M. (2022, August 27).\_Moldova's Sandu condemns Russia, presses EU bid in Independence Day speech. RFE/RL's Moldovan Service.

<sup>58</sup>Silina, E. (2024) in an interview with Brennan, D. (2024, February 21). NATO must "wake up" to Putin's trap, Russia's neighbor warns. Newsweek. <https://www.newsweek.com/nato-wake-putin-trap-russia-sia-neighbor-latvia-1871886>

<sup>59</sup>AJC Forum, (2023). Prime Minister of Lithuania Ingrida Šimonytė remarks to AJC Global Forum 2023. (2023, June 11). Retrieved from <https://www.ajc.org/news/prime-minister-of-lithuania-ingrida-simonyte-remarks-to-ajc-global-forum-2023>

<sup>60</sup>European Commission. (2022, February 27). Statement by President von der Leyen on further measures to respond to the Russian invasion of Ukraine.

<sup>61</sup>Zourabichvili, S. (2022, May 30). President Zourabichvili's Speech at the New Security Architecture for Europe Conference [Speech audio recording]. [https://president.ge/index.php?m=206&appeals\\_id=293](https://president.ge/index.php?m=206&appeals_id=293)

Schafer and Lambert, further augmented by Brittain-Hale. This enhanced global leader dataset not only retains the original data from Schafer & Lambert and incorporates new Leadership Trait Analysis (LTA) data for Zelenskyy, broadening the dataset's applicability to contemporary geopolitical contexts.

The current study undertook a comparative analysis between a targeted sample of 12 female leaders and a more extensive dataset of 113 global leaders, categorised into gender-specific groups: GL-male and GL-female. The selection criteria for these leaders did not hinge on specific factors such as temporality, geography, or crisis-related contexts, allowing for a broader examination of leadership traits.

This methodological approach highlights sex-specific leadership traits across leadership in various geopolitical environments, focusing on the understudied contributions of female leaders and the leadership styles of female leaders during the Russo-Ukrainian War. This aims to elucidate the variable differences and potential impacts of gender on leadership within the international arena.

### **Findings: Care as a Strategic Element in Diplomatic Leadership**

Leader discourse can help illuminate the psychobiographical dimensions underpinning their leadership approaches and styles. Hermann's Leadership Trait Analysis (LTA) framework development, based on foundational works, offers a structured methodology to decode the underlying traits evident in leaders' diplomacy. By applying this framework, this study seeks a deeper understanding of divergent and convergent tendencies in the public diplomacy discourse of Euro-Atlantic female leaders.<sup>62</sup>

The data presented in Table 3 illustrate the LTA scores for the study's sample, systematically capturing a spectrum of traits. This systematic capture allows an analytical exploration of how these traits manifest in diplomatic engagements and decision-making processes.

Historical approaches to assessing leaders' traits rely on anecdotal accounts or overarching character evaluations. However, this study employs a rigorous methodology, leveraging Hermann's LTA framework and Schafer and Lambert's development of the PsyCl dataset. This open dataset provides a comprehensive collection of leadership traits, which Brittain-Hale further aggregated and enhanced to include contemporary leaders like Zelenskyy.

Brittain-Hale's comparative analysis of this aggregated data against Zelenskyy's speeches is particularly salient. Zelenskyy, bearing the significant responsibility of steering Ukraine through its challenges vis-à-vis Russia, offers a potent benchmark against which the traits of Euro-Atlantic female leaders can be contextualised.<sup>63</sup>

The following sections present the preliminary findings, drawing on key concepts from the literature. The goal is to discern the patterns and implications of these scores in the evolving tapestry of global diplomacy and leadership dynamics.

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<sup>62</sup>Hermann, M.G. (2002; 2019)

<sup>63</sup>Brittain-Hale (2024)

*Diplomatic Discourse in Geopolitical Crises: Insights from LTA***Table 3.** *LTA Scores for Euro-Atlantic Leaders - Female\**

Leader	HD	LD	DIS	HT	LT	TASK	IC	EC	BACE	HB	LB	IGB	HS	LS	SC	HC	LC	CC	HP	LP	PWR
Andersson	32	303	0.09	246	191	0.56	81	122	0.39	43	196	0.18	14	43	0.25	312	273	0.53	60	147	0.3
Fredericksen	6	22	0.21	10	21	0.32	15	15	0.5	5	22	0.19	1	9	0.1	23	33	0.41	11	20	0.4
Kallas	31	63	0.33	35	58	0.38	12	34	0.26	8	45	0.15	4	20	0.17	64	48	0.57	14	31	0.3
Marin	8	122	0.06	49	32	0.6	28	51	0.35	28	82	0.25	0	3	0	70	73	0.49	33	50	0.4
Meloni	2	5	0.29	4	4	0.5	1	4	0.2	2	1	0.67	0	3	0	8	6	0.57	1	4	0.2
Metsola	4	42	0.09	16	14	0.53	14	23	0.38	4	45	0.08	1	1	0.5	16	23	0.41	14	22	0.4
Novák	10	75	0.18	46	54	0.46	43	95	0.31	17	106	0.14	15	58	0.21	97	49	0.66	40	100	0.3
Sandu	11	38	0.22	30	64	0.32	30	60	0.33	37	77	0.32	1	11	0.08	52	56	0.48	36	52	0.4
Silina	0	11	0	6	3	0.67	5	9	0.36	1	18	0.05	0	1	0	14	3	0.82	3	11	0.2
Šimonytė	10	21	0.32	21	23	0.48	8	22	0.28	5	34	0.13	8	6	0.57	92	61	0.6	8	19	0.3
von der Leyen	7	31	0.18	10	6	0.63	6	15	0.29	2	23	0.08	1	1	0.5	13	14	0.48	6	17	0.3
Zourabichvili	5	20	0.2	15	11	0.58	4	12	0.25	1	22	0.04	1	1	0.5	26	23	0.53	3	13	0.2

Note: HD=High Distrust, LD=Low Distrust, DIS=Distrust of Others, HT=High Task Focus, LT=Low Task Focus, TASK= Task Focus, IC=Internal Control, EC=External Control, BACE=Belief can Control Events, HB=High Bias, LB=Low Bias, IGB=In-group Bias, HS=High Self-Confidence, LS=Low Self-Confidence, SC=Self-Confidence, HC=High Complexity, LC=Low Complexity, CC=Conceptual Complexity, HP=High Power, LP=Low Power, and PWR=Need for Power.

- **ProfilerPlus LTA** Levine & Young (2014).

*Differential Analysis Findings*Distrust of Others

The analysis of distrust among leadership groups revealed nuanced variations in the perception of trust across three distinct cohorts: the sample population, the GL-female group, and the GL-male group (see Table 4). The data indicated subtle differences in the average distrust scores among these groups, which may reflect broader leadership and trust dynamics trends.

**Table 4.**

Sample	0.18083
GL-female	0.18611
GL-male	0.18537

**Sample Population.** Average Distrust Score: 0.18083. This score, the lowest among the three groups, represents the average level of distrust among the specific group of female leaders selected for this study. The relatively lower distrust score suggests that these leaders may generally exhibit a more trustful attitude than their global counterparts.

**GL-Female Group.** Average Distrust Score: 0.18611. This score indicates a slightly higher level of distrust among the broader group of female leaders globally than the sample population, suggesting a marginally more significant distrust among female leaders globally.

**GL-Male Group.** Average Distrust Score: 0.18537. This score, very close to that of the GL-female group, suggests that male leaders globally exhibit a level of distrust marginally less than their female counterparts yet still higher than the sample group of female leaders.

Task Focus (TASK)

Examining task focus scores across leadership groups highlights the degree to which leaders emphasise problem-solving and group maintenance (see Table 5). Differences in average scores among the sample population, the GL-female group, and the GL-male group indicate varying priorities in strategic leadership practices.<sup>64</sup>

**Table 5.**

Sample	0.5025
GL-female	0.54333
GL-male	0.63407

**Sample Population.** Average Task Focus Score: 0.5025. This score represents the average emphasis on task-oriented activities among the selected group of female leaders. The relatively lower score suggests that, compared to their global counterparts, these leaders might place a slightly lesser emphasis on task-focused activities, potentially

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<sup>64</sup>Schafer & Lambert (2022)



indicating a balanced approach that includes considerable attention to relational dynamics. **GL-Female Group.** Average Task Focus Score: 0.54333. This score, moderately higher than the sample population, indicates a slightly greater emphasis on task-oriented activities among the broader group of female leaders globally. Female leaders generally prioritise task completion and problem-solving more than the specific sample studied.

**GL-Male Group.** Average Task Focus Score: 0.63407. The highest score among the groups suggests that male leaders globally emphasise task-oriented activities. It indicates a strong focus on problem-solving and operational aspects of leadership, which might suggest less relative emphasis on relational or maintenance aspects compared to their female counterparts.

### Belief in Control of Events (BACE)

The comparison of belief in control levels among different leadership cohorts shows variations in leaders' perceptions of their ability to influence events (see Table 6). These differences between the sample population, the GL-female group, and the GL-male group may reflect distinct approaches to managing and influencing external circumstances.

**Table 6.**

Sample	0.325
GL-female	0.33389
GL-male	0.31722

**Sample Population.** Average Belief in Control Score: 0.325. This score indicates that the sample population, comprising female leaders, perceives a moderate level of control over events, slightly lower than the global female leader average but higher than that of male leaders.

**GL-Female Group.** Average Belief in Control Score: 0.33389. Female leaders globally report a marginally higher belief in their ability to control events than the sample group, suggesting a slightly stronger perception of influence among the broader female leader population.

**GL-Male Group.** Average Belief in Control Score: 0.31722. This is the lowest score among the groups, indicating that male leaders, on average, perceive slightly less control over external events compared to their female counterparts.

### In-group Bias (IGB)

The assessment of in-group bias scores provides insights into how leaders prioritise and value their defined groups (see Table 7). The analysis reveals that the sample population, the GL-female group, and the GL-male group exhibit varying degrees of preference towards their in-groups, which may influence their leadership dynamics and decision-making.<sup>65</sup>

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<sup>65</sup>Note: Hermann's lexical selections for her trait categories, such as "bias," "distrust," and "low confidence," might appear to carry negative connotations at first glance. However, it is essential to understand that these terms are used descriptively and not evaluatively. They are not intended to steer perception or ascribe intrinsic value judgments. For instance, "bias" can be neutrally interpreted as a predilection or inclination towards a specific "group or people." In the context of geopolitical leadership,

**Table 7.**

Sample	0.19
GL-female	0.18056
GL-male	0.13972

**Sample Population.** Average In-group Bias Score: 0.19. This score indicates a moderate level of in-group bias among the selected female leaders, suggesting a balanced approach to valuing their group while maintaining broader diplomatic and leadership interactions.

**GL-Female Group.** Average In-group Bias Score: 0.18056. Slightly lower than the sample population, this score reflects a similar but marginally less pronounced in-group bias among the broader global female leadership, indicating a slight tendency towards inclusive or broader community-oriented strategies.

**GL-Male Group.** Average In-group Bias Score: 0.13972. The lowest among the groups, this score suggests that male leaders globally exhibit less in-group bias, potentially indicating a more expansive approach to leadership that might not as strongly prioritise close group ties as female leaders do.

#### Self-Confidence (SC)

The evaluation of self-confidence levels across different leader groups indicates how leaders perceive their efficacy and decision-making prowess (see Table 8). Variations in average scores between the sample population, the GL-female group, and the GL-male group highlight different confidence levels that could impact leadership style and effectiveness.<sup>66</sup>

**Table 8.**

Sample	0.24
Female	0.24722
GL-male	0.35917

**Sample Population.** Average Self-Confidence Score: 0.24. This score indicates a moderate self-confidence level among the selected female leaders, suggesting a balanced approach to their self-perception in handling leadership responsibilities.

**GL-Female Group.** Average Self-Confidence Score: 0.24722. Slightly higher than the sample group, this score shows that female leaders globally possess a marginally greater self-confidence, which could translate into more assertive leadership styles.

**GL-Male Group.** Average Self-Confidence Score: 0.35917. Significantly higher than both female groups, this score suggests that male leaders globally feel more confident in their roles, potentially influencing a more decisive or authoritative approach to their leadership practices.

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this "bias" can represent a leader's focus on national interests or the welfare of their citizens, a natural inclination for individuals in positions of national leadership.

<sup>66</sup>Brittain-Hale, (2023c)

Conceptual Complexity (CC)

The study of conceptual complexity scores among leaders examines the depth and sophistication of their thought processes (see Table 9). Differences among the sample population, the GL-female group, and the GL-male group suggest variations in how leaders handle complex issues and articulate strategic responses.

**Table 9.**

Sample	0.54583
GL-female	0.55333
GL-male	0.57389

**Sample Population.** Average Conceptual Complexity Score: 0.54583. This score reflects a nuanced approach to complexity, indicating that the selected female leaders can handle intricate issues thoughtfully.

**GL-Female Group.** Average Conceptual Complexity Score: 0.55333. Slightly higher than the sample suggests a general tendency among global female leaders to engage deeply with complex situations, showcasing their strategic depth.

**GL-Male Group.** Average Conceptual Complexity Score: 0.57389. This score, the highest among the groups, indicates a robust approach to handling complex issues. It suggests that male leaders engage deeply with complex situations, which may be influenced by diverse experiences or specific leadership training.

Need for Power

The examination of the average need for power scores, as shown in Table 10, assesses the extent to which female leaders exhibit a desire for power and influence within their roles. This analysis offers insights into the motivational dynamics that underpin their leadership behaviours.

**Table 10.**

Sample	0.30833
GL-female	0.30889
GL-male	0.27556

**Sample Population.** Average Need for Power Score: 0.30833. Indicates a moderate desire for power, reflecting a leadership style that balances influence with collaboration.

**GL-Female Group.** Average Need for Power Score: 0.30889. Nearly identical to the sample, suggesting a consistent approach to power among female leaders.

**GL-Male Group.** Average Need for Power Score: 0.27556. Surprisingly, it is lower than both female groups, indicating a less aggressive approach to power among global male leaders or a different prioritisation of how power manifests in leadership.

## Discussing Care and Community: Impacts on Euro-Atlantic Diplomacy

This study's in-depth but limited analysis of diplomatic discourse hinges on the premise that "human agency" is a fundamental aspect of IR, best considered through FPA—the only theory that conceptually incorporates human behaviour and its impacts, emphasising care and community.<sup>67</sup> This approach, emphasising actor-specificity and incorporating geographical, historical, and socio-political contexts, aligns with the Brittain-Hale Foreign Policy Analysis Model. Traditional theoretical frameworks such as constructivism and realism often overlook the subtle gender differences in public discourse; this research addresses this gap by examining a distinct cohort of female diplomats shaped by variables like geography, temporality, war, and gender.<sup>68</sup>

The application of Hermann's Leadership Trait Analysis (LTA), traditionally limited to eras with few female heads of state, such as Margaret Thatcher, is extended to this unique cohort. This extension enriches the understanding of leadership by exploring psycholinguistic dimensions, revealing similarities and differences in traits like self-confidence, conceptual complexity, and the need for power.

Investigating how these leadership traits manifest in real-world scenarios and their implications for policy-making and international relations is crucial. This study examines how varying self-confidence, conceptual complexity, and power orientation affect leaders' abilities to navigate complex geopolitical landscapes and contribute to or hinder effective diplomacy and crisis management. This analysis is particularly pertinent in contexts requiring collaborative and inclusive leadership to address multifaceted international challenges.

The insights from this comparative analysis of leadership traits challenge traditional notions of leadership and power dynamics. These findings are contextualised within contemporary gender and leadership debates in international relations, emphasising the transformative potential of diverse leadership styles in global diplomacy.

### *Impacts of Leadership Traits on Diplomatic Strategy*

In this study, the LTA reveals intricate psycholinguistic dimensions that, when linked to public diplomacy discourse, can be associated with strategic foreign policy positions taken by Euro-Atlantic leaders in the Russia-Ukraine War.<sup>69</sup> Whether overseeing smaller nations like Lithuania or guiding larger entities like the EU, these leaders' positions profoundly shape their diplomatic and IR strategies.

The sequencing of their public pronouncements provides a psychobiographical snapshot of the sample group's positions, revealing the dynamic nature of their collective leadership amidst evolving geopolitical landscapes. Expanding on established research, this analysis demonstrates how these leaders confront historical gender biases and redefine leadership norms during crises. This approach emphasises the importance of recognising and integrating the unique contributions of female

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<sup>67</sup>Brittain-Hale, 2023b, p. 34

<sup>68</sup>Waltz, 1959; Wendt, 2012

<sup>69</sup>Tannen et al., 2015

leadership in shaping responses to international crises, thereby challenging traditional diplomatic and leadership paradigms.

Furthermore, the Russia-Ukraine war serves as a poignant backdrop, challenging entrenched power and potentially paving the way for transformative leadership. While crises can temporarily amplify women's leadership, the overarching question persists: Will these shifts endure, heralding a new paradigm in leadership norms and expectations?

### *Differential Analysis and Leadership Traits*

#### Distrust of Others

The comparison between the sample and GL-female groups reveals the lowest distrust in the sample group, suggesting a more trustful attitude among these specific female leaders. This could have significant implications for trust dynamics in international relations. Similarly, the sample group displays a lower distrust level than the GL-male group. The minimal difference between the GL-female and GL-male groups highlights a marginally higher distrust among female leaders globally than male leaders. The slight differences in distrust scores among these groups indicate sex-based variations in how trust and distrust are perceived across global leadership. This suggests that fundamental leadership styles influence distrust levels more than specific crisis contexts. Crises may elevate distrust but do not fundamentally alter leaders' general dispositions. These findings highlight the complexity of trust dynamics within global leadership.

#### Task Orientation across Genders

Task orientation scores show that male leaders (GL-male) have the highest average scores, suggesting a stronger focus on task-oriented leadership. The GL-female group shows a moderately high score, indicating a significant emphasis on task orientation but less so than male leaders. The sample group of female leaders exhibits the lowest scores, suggesting a more balanced approach integrating task orientation with relational management. These findings indicate psychobiographical differences in leadership focus across genders. Male leaders may prioritise operational efficiency, while female leaders, especially the sample group, adopt a more comprehensive strategy that values tasks and relationships. This balanced approach could foster more sustainable leadership outcomes, challenging traditional perceptions of leadership and signalling a shift towards integrative leadership.<sup>70</sup>

#### Perceived Control and Leadership Efficacy

Belief in control scores reflects leaders' perceived ability to influence events and outcomes. Female leaders in the sample and GL-female groups report slightly higher scores than their male counterparts, indicating a stronger belief in their ability to manage and direct events effectively. This higher sense of control among female leaders could indicate their proactive and engaged leadership style. The consistently higher scores among female leaders suggest they may adopt strategies to enhance their agency and effectiveness in leadership roles. This aspect is crucial for understanding

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<sup>70</sup>Žilinčík, (2022)

how gender dynamics influence perceptions of efficacy and control in high-stakes environments like international diplomacy.

### In-group Bias in Leadership

In-group bias scores are higher in the sample population of female leaders than in the broader GL-female group and significantly higher than in GL-male groups. This suggests that the sample of female leaders may prioritise and value their immediate groups more intensely, reflecting a leadership style that emphasises community and internal group solidarity. The pronounced in-group bias among the sample group of female leaders highlights their focus on fostering strong, cohesive internal dynamics within their teams and constituencies. This trait might contribute to more collaborative and supportive leadership practices essential in crisis management and diplomacy. It underscores the role of female leadership in enhancing group cohesion and community orientation, leading to more effective and empathetic governance.

### *Concluding Reflections: The Role of Female Leadership in Shaping Diplomacy*

Female leaders demonstrate distinctive traits across metrics—distrust, task orientation, control, and in-group bias—that could redefine leadership effectiveness in international relations. These insights challenge traditional leadership paradigms, highlighting the potential of female-led diplomacy to introduce more considered, community-focused, and balanced approaches to global leadership, thereby underscoring the strategic importance of gendered perspectives in foreign policy. These findings are educative for developing leadership theories that recognise female leaders' unique contributions and designing leadership development programs that harness these strengths.

In this study, the LTA reveals intricate lexical patterns in public diplomacy discourse amid the tumultuous context of the Russia-Ukraine war. Whether overseeing smaller nations like Lithuania or guiding larger entities like the EU, these leaders' positions profoundly shape their diplomatic and IR strategies. The sequencing of their public pronouncements provides a psychobiographical snapshot of the sample group's positions, revealing the dynamic nature of their collective leadership amidst evolving geopolitical landscapes. Drawing upon existing literature, this analysis highlights how these leaders confront historical gender biases and redefine leadership norms during crises.

This approach underscores the importance of recognising and integrating the sex-specific traits of female leadership in shaping responses to international crises, thereby challenging traditional diplomatic and leadership paradigms. Furthermore, the Russia-Ukraine war serves as a poignant backdrop, challenging entrenched power structures and potentially paving the way for transformative leadership. As the studies cited in this paper indicate, while crises can temporarily amplify women's leadership, the overarching question persists: Will these shifts endure, heralding a new paradigm in leadership norms and expectations?

*The Emergence and Implications of Female-Led Diplomacy*

This research focused on the changing complexion of global diplomacy and leadership, characterised by the rise of female leaders as governing voices shaping international narratives regarding the Russia-Ukraine War. These leaders have transcended traditional communication constructs and platitudinous offerings, opting for strategies rooted in collaboration and a principled stance against Russian imperialism. Such an approach not only delineates the contours of the conflict and its broader implications but also mobilises international support for Ukraine, emphasising the critical importance of sovereignty and human rights.

Sex-specific manifestations in communication strategies signify a transformative change in foreign policy discourse. The findings underscore the potential of female-led diplomacy to introduce greater certainty into IR, particularly during crises. These leaders promote principled and practical diplomacy by prioritising sustainable solutions and advocating for sovereignty and territorial integrity. This approach represents a noticeable change from the often limited support of more considerable Western powers. It challenges assumptions regarding a "feminist" foreign policy that prioritises non-violence and peacemaking as the universal objective of women.

The leadership approaches exhibited by these European female leaders may signify a novel paradigm in diplomatic leadership. This paradigm marks a resolute dedication to rational security, diplomacy, and humanitarian advancement. It extends beyond rhetoric, indicating a broader trend towards a leadership framework prioritising alliances and unwavering adherence to the fundamental tenets of international law. This framework has the potential to redefine norms in diplomatic engagement, presenting fresh avenues for conflict resolution and international collaboration.

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**Appendix A. Global Leader Trait Analysis Scores (Adapted from Brittain-Hale, 2023b)**

<b>Name</b>	<b>Distrust</b>	<b>TASK</b>	<b>BACE</b>	<b>IGB</b>	<b>SC</b>	<b>CC</b>	<b>PWR</b>
<b>Tansu Ciller*</b>	<b>0.17</b>	<b>0.58</b>	<b>0.39</b>	<b>0.18</b>	<b>0.28</b>	<b>0.59</b>	<b>0.39</b>
<b>Gloria Arroyo*</b>	<b>0.28</b>	<b>0.61</b>	<b>0.40</b>	<b>0.15</b>	<b>0.20</b>	<b>0.54</b>	<b>0.31</b>
<b>Corazon Aquino*</b>	<b>0.20</b>	<b>0.62</b>	<b>0.35</b>	<b>0.20</b>	<b>0.23</b>	<b>0.56</b>	<b>0.33</b>
<b>Chandrika Kumaratunga*</b>	<b>0.20</b>	<b>0.67</b>	<b>0.29</b>	<b>0.16</b>	<b>0.27</b>	<b>0.54</b>	<b>0.29</b>
<b>Indira Gandhi*</b>	<b>0.21</b>	<b>0.64</b>	<b>0.37</b>	<b>0.15</b>	<b>0.34</b>	<b>0.62</b>	<b>0.27</b>
<b>Margaret Thatcher*</b>	<b>0.12</b>	<b>0.63</b>	<b>0.31</b>	<b>0.13</b>	<b>0.25</b>	<b>0.56</b>	<b>0.27</b>
<b>ZELENSKY</b>	<b>0.19</b>	<b>0.28</b>	<b>0.24</b>	<b>0.16</b>	<b>0.35</b>	<b>0.37</b>	<b>0.31</b>

\* Ciller, Arroyo, Aquino, Thatcher, I. Gandhi, and Kumaratunga comprise the female leader group

