

Abstract: The present research investigates the relationship between mindful self-regulated attention, a core dimension of mindfulness defined as sustained attention centered on the present moment, political skill, leader authenticity, and leader effectiveness. We predicted (1) that leaders who mindfully self-regulate their attention feel and lead more authentically and, as a result, (2) are rated as more effective, and (3) that leader political skill acts as a first-stage moderator in the mediated relation between self-regulated attention, leader authenticity, and leader effectiveness such that leaders who are good at self-regulating their attention are seen as particularly authentic leaders if they also possess high political skill. In an experimental study with leaders (Study 1) and a two-wave multi-source field study with data collected from leader-follower dyads (Study 2) we found overall support for our predictions. We discuss implications for leadership, political skill, and mindfulness theory and practice.