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| **Hipótese** | **Statistic** | **Results** |
| H1: The ethical leadership, evaluated from the perspective of followers, is positively associated with the quality of the relationship between the leader and the follower (LMX) | R²= 58% | Accepted hypothesis; a leader considered ethical by his team maintains a good relationship with their subordinates. |
| H2: The quality of the relationship between leaders and followers (LMX) is positively associated with individual performance. | R²= 12% | Accepted hypothesis; the good relationship established between leader and led his influence on the individual performance of subordinates. |
| H3: ethical leadership is positively associated with individual organizational citizenship behavior (OCBi) | R²= 4% | Accepted hypothesis; a leader considered ethical by his team influences their subordinates organizational citizenship behaviors  |
| H4: The quality of the relationship between leaders and followers (LMX) affects positively the commitment to the work-related goal. | R²= 15% | Accepted hypothesis; the higher is the quality of the relationship between leader-follower, the greater the commitment for the achievement of sales goals. |