

# **Finding your Followership Style**

0                      1                      2                      3                      4                      5                      6

**Rarely**

**Occasionally**

**Almost Always**

<input type="checkbox"/>	1. Does your work help you fulfill some societal goal or personal dream that is important to you?
<input type="checkbox"/>	2. Are your personal work goals aligned with the organization's priority goals?
<input type="checkbox"/>	3. Are you highly committed to and energized by your work and organization, giving them your best ideas and performance?
<input type="checkbox"/>	4. Does your enthusiasm also spread to and energize your co-workers?
<input type="checkbox"/>	5. Instead of waiting for or merely accepting what the leader tells you, do you personally identify which organizational activities are most critical for achieving the organization's priority goals?
<input type="checkbox"/>	6. Do you actively develop a distinctive competence in those critical activities so that you become more valuable to the leader?
<input type="checkbox"/>	7. When starting a new job or assignment, do you promptly build a record of successes in tasks that are important to the leader?
<input type="checkbox"/>	8. Can the leader give you a difficult assignment without the benefit of much supervision, knowing that you will meet your deadline with highest quality work and that you will "fill in the cracks" if need be?
<input type="checkbox"/>	9. Do you take the initiative to seek out and successfully complete assignments that go above and beyond your job?
<input type="checkbox"/>	10. When you are not the leader of a group project, do you still contribute at a high level, often doing more than your share?
<input type="checkbox"/>	11. Do you independently think up and champion new ideas that will contribute significantly to the leaders on the organization's goals?
<input type="checkbox"/>	12. Do you try to solve the tough problems (technical or organization), rather than look to the leader to do it for you?
<input type="checkbox"/>	13. Do you help out other co-workers, making them look good, even when you don't get any credit?
<input type="checkbox"/>	14. Do you help the leader or group see both the upside potential and the downside risks of ideas or plans, playing the devil's advocate if need be?
<input type="checkbox"/>	15. Do you understand the leader's needs, goals, and constraints, and work hard to help meet them?
<input type="checkbox"/>	16. Do you actively and honestly own up to your strengths and weaknesses rather than put off evaluation?
<input type="checkbox"/>	17. Do you make a habit of internally questioning the wisdom of the leader's decision rather than just doing what you are told?
<input type="checkbox"/>	18. When the leader asks you to do something that runs contrary to your professional or personal preferences, do you say "no" rather than "yes"?
<input type="checkbox"/>	19. Do you act on your own ethical standards rather than the leader's or the group's standards?
<input type="checkbox"/>	20. Do you assert your views on important issues, even though it might mean conflict with your group or reprisals from the leader?

## Finding your Followership Style

Add the scores from the following questions: (independent thinking)	Add the scores from the following questions: (active engagement)
<p><input type="checkbox"/> 1. _____</p> <p><input type="checkbox"/> 5. _____</p> <p><input type="checkbox"/> 11. _____</p> <p><input type="checkbox"/> 12. _____</p> <p><input type="checkbox"/> 14. _____</p> <p><input type="checkbox"/> 16. _____</p> <p><input type="checkbox"/> 17. _____</p> <p><input type="checkbox"/> 18. _____</p> <p><input type="checkbox"/> 19. _____</p> <p><input type="checkbox"/> 20. _____</p> <p><b>TOTAL:</b> _____</p>	<p><input type="checkbox"/> 2. _____</p> <p><input type="checkbox"/> 3. _____</p> <p><input type="checkbox"/> 4. _____</p> <p><input type="checkbox"/> 6. _____</p> <p><input type="checkbox"/> 7. _____</p> <p><input type="checkbox"/> 8. _____</p> <p><input type="checkbox"/> 9. _____</p> <p><input type="checkbox"/> 10. _____</p> <p><input type="checkbox"/> 13. _____</p> <p><input type="checkbox"/> 15. _____</p> <p><b>TOTAL:</b> _____</p>

Add up your ratings on the independent thinking items. Mark the total on the vertical axis of the graph below.

Repeat the procedure for the active engagement items and mark the total on the horizontal axis.

Plot your scores on the graph by drawing perpendicular lines connecting your two scores.

### INDEPENDENT, CRITICAL THINKING

