

Followership Self-Evaluation

In any journey, determining a helpful route requires having a sense of where we're starting from. The following questions are based on many of the principles of excellent followership found in [Embracing Followership: How to Thrive in a Leader-Centric Culture](#) (Kirkdale Press, 2016).

Misconceptions: Chapters 2 & 4 detail eight misconceptions that followers commonly wrestle with in thinking about themselves and their leaders. Which of the following are part of your current self-image or your perspective about your leader(s)? How do these misconceptions impact your ability to participate, relate, and follow with excellence?

1. Leadership is the goal of followership.
2. I'm a follower because I'm a coward.
3. Followers have no authority or influence.
4. Followership lacks honor and dignity.
5. Leaders are superior versions of followers.
6. Leaders must be perfect.
7. Hierarchy is inherently inhibiting.
8. Followers don't *really* need leaders.

Each study in the supplemental [Discussion Guide for Teams & Small Groups](#) focuses on a misconception. Be sure to investigate the realities that correct each of these misconceptions (also found in Chapters 2 & 4).

Obligations: Chapter 5 explores five obligations if we are to engage in true followership. What does it look like for you to fulfill each of these? Are you indeed fulfilling them? What choices, support, resources, opportunities, etc. would help you to fulfill them more completely or effectively?

1. Participate...contribute *something* & engage
2. Steward your resources & opportunities...intentionally use what you have
3. Honor your leaders...value and respect leaders as collaborators
4. Submit to your leaders...receive the influence and decisions of others
5. Be...right in your attitude and growing in your development

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Contributions: Chapter 6 presents four additional opportunities for us to contribute as excellent followers. Which of these are currently evident in your followership? Which elements might your organization or endeavor be especially in need of, and which would you like to be more prominent as facets of your followership?

1. Giving credence to an endeavor
2. Providing a network of support
3. Guiding from behind
4. Developing your leader

Challenges: In addition to any misconceptions we may experience, Chapters 8-10 present three categories of challenges that we encounter in trying to fulfill our opportunities for followership. Which of these challenges significantly impact your ability to follow with excellence and satisfaction in your organization? Where does the challenge come from, and how can you overcome it?

Internal Challenges

- | | | |
|---------------------------|-----------------------------|----------------------|
| 1. Desire for Originality | 2. Need for Acknowledgement | 3. Avoidance of Risk |
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Relational Challenges

- | | | |
|------------------|----------------------------|-----------------|
| 1. Communication | 2. Personality Differences | 3. Expectations |
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Cultural Challenges

- | | | |
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| 1. Organizational Structure | 2. Labels & Terminology | 3. Cross-Cultural Differences |
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Commitments: My study of leader-follower pairs has revealed that there are two significant commitments that characterize most excellent followers. They have a commitment (1) to people/relationships, and (2) to purpose/the work. How would you describe your level of commitment in each area? What, if anything, is holding you back from experiencing a fuller sense of ownership (see Chapter 7) in regards to the relationships (both with your peers and superiors) and the projects, endeavors, goals, and aims that your group/organization/workplace is focused on?

1. Commitment to People
2. Commitment to Purpose

After completing this self-evaluation, keep this perspective with you as you journey through Chapters 11-27, and also as you make your way through the twelve studies of the *Discussion Guide*, which is supplemented by a number of other worksheets, activities, and resources available for [free download](#).