



Followership Style Self Assessment and Growth Paths

by Ira Chaleff

► Self Assessment

[Author's Welcome](#)

Welcome!

Many instruments have been designed to capture and reflect leadership styles. Few exist to serve the same purpose for followership styles. Understandably, then, few individuals have ever thought about their own followership style. It is difficult to reflect on our own tendencies and behaviors until we have language with which to examine these characteristics. Yet we need to form some sense about our individual followership style if we are to appraise its usefulness and identify a direction for growth. This self-assessment will provide you with language about your style and your growth path.



You may be participating in this assessment in preparation for a workshop or simply to satisfy your own curiosity and desire for improvement. You will find sufficient help in interpreting your results for either purpose.

Below you will find instructions for thinking about and answering the twenty questions that will help reveal your inclinations and form a picture of your followership style. Please follow these instructions and complete the self-assessment. We will then examine what the resulting picture is telling you and what choices you may wish to consider regarding your style and your growth direction.

My best wishes for strength, courage, and success in your personal development.

Ira Chaleff

Instructions

This assessment contains two kinds of questions. The first are "would" questions: If you were confronted with a certain situation, what do you think you would do. Answer these based on an honest assessment of yourself and your likely behavior in a given situation. The second are "when" questions: When you are confronted with a certain situation, what in fact do you actually do. When answering these questions, think of specific situations to the degree this is possible.

If you are doing this assessment as part of an intact work group to which you have belonged for some time, answer the questions in this context. If you have not been with a group long, or if you are answering these questions to generally gauge your followership style, think of representative situations across any number of groups with which you have worked. Avoid answering how you wish you would behave. Try to answer as you actually do behave or how you would be likely to behave, regardless of who is the leader.

For each question, rate yourself on the 1-to-5 scale at the top of the assessment, and enter the number in the space preceding the question. If you can't decide between a 2 and a 3 or between a 3 and a 4, pick the 2 or 4, as that will tend to give a more clear profile.

Your answers will be automatically tabulated by the assessment program. They will be presented to you on a grid depicting the four followership styles possible in this model.

Your individual outcome is for your personal use. Whether to share and discuss it with others is up to you. The purpose of this instrument is to help you gauge your behavior in the two main dimensions of followership. You can then make choices about whether you are interested in modifying your style and, if so, in what direction.

1. Would you raise an issue that was going to be uncomfortable for others if the issue was causing the group to do passable rather than excellent work?

