

**Journal Entry Portfolio**

Emma Edmunds

Longwood University

SOWK 412

Professor Betts

October 10, 2021

### **Journal Entry #5**

This week, the class studied Chapter 4 of the textbook which discussed contingency theories in leadership. In this text, Fred E Fielder states that people cannot change their leadership style and they must change the context of the environment to fit their dominant style. To some extent, I do agree with this because as we have learned from previous chapters, our leadership styles are based on the values and priorities we have gained from our own personal experiences. This is a very hard thing to change. However, there are most definitely situations where a situation or environment must change in order to fit your leadership style so that a situation may run more smoothly. An example of this could be an organization with little authority that has a hard time completing tasks well and on time. This would require a more authoritative leader to step in and motivate their followers to change the way the organization works so that they may be more successful.

I do believe that time is an important situational factor to use when determining a leadership style. This is because it requires more time to have an environment where the followers are included in the decisions of the organization. When there is little time, then the leader takes on the authority themselves. This can be compared to politics. We live in a democracy where citizens vote on representatives and situations that affect them. If we lived in an autocracy then those decisions would be left to one authoritarian leader to make all of those decisions. In order to be inclusive, we must consider that time will be a factor that must be considered so that everyone's voice may be heard.

I believe that the path-goal leadership model is the best because it takes into account how situations are different and there is not always one correct way to lead. There could be multiple different ways to lead that are successful or a combination of leadership methods would benefit

an organization. I appreciate how this model recognizes the leader's responsibility to motivate their followers and really connects with the strengths theory by focusing on the follower's strengths in order to achieve a common goal.

I plan to use the path-goal leadership model in a setting where I am leading an organization or group of people. As stated before, I really value focusing on people's strengths because that allows for me to be the most supportive leader to my followers when they feel empowered to complete a task successfully and promptly. I could use this in any situation by sitting down with my team and asking them what the best environment for them to work in is and how I can be of support. As I have learned before, my leadership style is very people-oriented so I feel like I am capable of changing my leadership style based on what the needs of the organization are.