Journal Entry Portfolio

Emma Edmunds

Longwood University

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This week, the class had discussions and activities related to Chapter 7 of the text which discussed theories related to Leader-Member exchange and Followership. After taking self-assessment 7-1 on page 233 I scored a 21 when reflecting on my boss at a restaurant I worked at over the summer. This score described me as being in the in-group with my relationship with the owners of the restaurant. This did not surprise me because the entire workplace was very close to each other and the owners were very laid-back and worked to create a relationship with each of the employees. This will impact me as a social worker because I have always been a part of work environments where the employees are very close and get along well. This could become negative if a coworker is less interested in building a personal relationship or if I have to work under a boss that is not interested in getting to know me on a deeper level. After taking self-assessment 7-4 on page 243, I scored a 38 when thinking about the same boss as before. This means that I am a generally effective follower. This also did not surprise me because I have been described as excelling in following tasks and taking an initiative to go above and beyond the call of duty. This may benefit me as a social worker because just as much as I am not afraid to step up and be an effective leader, I am also prepared to follow a leader in the delegation of tasks and ask a lot of questions.

I think it is more important for a social worker to demonstrate strong leadership skills. This is because you can still lead in a followership role when speaking up against things you may not agree with, coming up with new ideas to better a plan, or going above and beyond the call of duty to perform a task well. Leaders are also looked up to to be a good listener and delegate tasks well. In my opinion, a leader can maintain a relationship with some employees without creating in and out-groups. This can create a more positive work environment when leaders strive to

create positive relationships with employees. However, in order to steer away from making people feel outcasted, it could be beneficial for the leader to ensure they are being inclusive of all employees and creating work parties or bonding events to create positive relationships in the workplace. I do not believe someone can have a successful career if they are only seeking to be a follower because there are important leadership skills necessary to be an effective follower. I feel like if you are striving for a successful career it is important to consider how being a leader can positively impact attaining personal goals and stepping outside of your comfort zone.