

## Self-Assessment 7.1

1. What were the results of each assessment and how might this impact you as a social worker?

My result was a score of 27. This impacted my role as a social worker because this helps show a better understanding of how the organizational chart goes. It is also beneficial to see my characteristic of whether I am more focused towards being in an in-group or an out-group, but since my score is 27, I consider that being in the middle and not leaning towards one way or another.

2. Do you think that it is more important for a social worker to demonstrate strong leadership skills or strong followership skills? Explain.

I think it is important for a social worker to be both strong in leadership and in followership. As a social worker, you would be working amongst other professions with the client and their needs. For example, a school social worker would be focusing on the student and their needs that need to be met, but they can also be followers when learning skills from the teacher and school's occupational therapist. The social worker and other school staff would be leaders by advocating for the student, but they all follow and help each other with different information, for the student.

3. In your opinion, can a leader maintain a personal friendship with some members of his or her work group or team without creating the perception of in-groups (those in his or her social circle) and out-groups (those outside his or her social circle)? Explain.

I think that it can be done to maintain a personal friendship with members of their own group, but they need to set up strong boundaries between friendship level and co-worker level. I feel like if there are strong boundaries between the settings then, it is possible. However if the boundaries are weak, then it is impossible to do. It is important to be mindful of where the setting is and if the discussion is appropriate for the environment. It will be difficult to remember and for setting up the boundaries of a personal friendship with members of an in-group and out-group.

4. Can someone have a successful career by aspiring to be an effective follower? Explain.

I feel like you cannot be successful by being an effective follower. I feel like that to be successful, you would have to step into the leadership role or be a strong advocate if you are not in a leadership position. I also feel like everyone has different definitions of what it means in terms of being a successful leader. I have the belief that to become an effective leader, then one of the first steps is to become an effective follower.

## Self-Assessment 7.4

1. What were the results of each assessment and how might this impact you as a social worker?

The result that I scored was a 32. The results showed that I scored on the higher end of effective follower, but not quite perfect. I think with my score being at a 32 shows that I still have room for improvement. This impacts me as a social worker, because it shows that I do have the skills that followers possess.

2. Do you think that it is more important for a social worker to demonstrate strong leadership skills or strong followership skills? Explain.

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3. In your opinion, can a leader maintain a personal friendship with some members of his or her work group or team without creating the perception of in-groups (those in his or her social circle) and out-groups (those outside his or her social circle)? Explain.

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