

1. Do you agree with Fiedler's belief that people have one dominant leadership style and cannot change styles? Explain.

I disagree with Fiedler's belief that people have one dominant leadership style. I personally feel like there could be different types of leadership styles. I feel that based on the situation should be accommodated to the leadership style. The leader should also be accommodating and fluid to the situation that is handed to them.

I do agree with Fiedler's belief that the right and appropriate leader that is chosen for their task is based on the skill set and requirements of the situation. I feel that leaders should understand their natural leadership style before they establish and accommodate for the appropriate situation. I do agree that there are two leadership styles, which are task-oriented and relationship-oriented. Task-oriented leadership means that someone is the best fit to accomplish highly favorable and unfavorable situations. Relationship-oriented leadership is the style where it is best suited to lead in situations with moderate favorability.

2. Do you agree that time is an important situational factor to consider in selecting a leadership style for the situation? Explain

Time is very important in leadership aspects. When someone is in the position of leadership, certain people tend to look up to their leader for guidance. Based on the situation and task that is handed at hand determines how crucial time is to the leader. Without the importance and stress of time management, your leadership will be ineffective, unproductive, and unorganized. As a leader, having good time management skills is crucially important to obtain a positive team environment and bring out the best out of those who you are leading. If a leader is not staying on top of their task and not paying attention to their workers, then the workers can feel neglected, and the company will not do as well since nobody is putting the time and effort in. A successful leader should be able to manage their time effectively, ensuring they have time for those who are leading. Ineffective leaders do not have this kind of skill set and focus on the small non-pressing matters that are irrelevant or unimportant.

3. Which contingency leadership theory do you think is the best? Explain

I prefer Fiedler's contingency leadership theory, even though I disagree on how he believes that there is one specific dominant leadership type. I like both task-motivated and relationship-motivated, it just depends on the situation. If I am working on an assignment by myself or in a micro setting, then I am task motivated. I am task-motivated when working individually because personally, I feel good whenever I cross something off on my to-do list. However if I am in a mezzo or macro setting, I prefer to be relationship motivated. I am relationship-motivated in mezzo and macro settings because I like to make excellent first-impressions since I know that they could lead to potential networks that I may need in the future.

4. Which contingency leadership theory do you actually plan to use and how? If you don't plan to use any, give a detailed reason for not wanting to use any of the models

I plan on adopting the path-goal theory. The path-goal leadership model is defined as, “used to select the leadership style appropriate to the situation to maximize both performance and job satisfaction” (Lussier and Achua, 2016, p. 119). For the path-goal theory to be successful, leaders should build confidence for themselves and their members to overcome any obstacles in their way. By doing this, the leader should educate and accommodate their team members' needs. Then once the team-members feel comfortable and confident in their abilities, there should be a list of objectives that should be made for the team members to complete within a specified timeframe that they are required to have completed. I would also be supportive to my team members by giving them verbal praise since it will create a positive environment and reduce the risks of burnout. There is a con with being supportive, which is that it does not provide job satisfaction. But I will also incorporate a directive approach for the purpose of high job satisfaction. Having a directive leadership would be appropriate for instances when the environmental task is complex and there is strong authority.