

Journal 5

After reading Chapter 4, respond to the following prompts:

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

No I do not agree that a person can only have one dominant leadership style. I believe that like people can change the leadership styles can change as well however, we all sometimes revert to our original or dominate characteristics or in this case dominant leadership style. I believe that we can change or develop to having different leadership styles production focused or people centered depending on the enviornment in which they work. Therefore, being able to change between leadership styles has the potential to be very beneficial.

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

I do agree that time is an important situational factor because three factors related to time specifically time of year, duration of leadership, and amount of leadership experience. For example, the duration of leadership meaning the amount of time you will be in this position of leadership one day, one week, or one year. This can be an important factor in leadership because if you are only there for one week you may not be able to rely on leadership skills related to personal relationships as you will not have enough time to build those personal relationships.

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

I believe the best contingency leadership theory would include "path-goal leadership model" this is used to select the leadership style (directive, supportive, participative, or achievement - oriented) appropriate to the situation (subordinate and enviornment) to maximize both performance and job satisfaction. I think this is the best because of the aspects because of the adapting of leadership styles based on the situation. I think adapting to the situation is very important because as social workers we have to adapt to every enviornment as social workers. Additionally, I think this theory is best because this maximizes the performance and job satisfaction. Employee job satisfaction is very important as employees will be more productive if they enjoy their jobs then when they do not.

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 to use the path - goal leadership theory and model because not only is it a adaptive theory which I preferer because I think it better reflects life. Additionally I will be using this model because it allows for the leader to demonstrate what they expect from their employees or who they over see. Similar to the saying treat others the way you want to be treated you should leader others by example the best way you would want to be lead.