

# Journal 8

Tuesday, December 6, 2022 10:41 PM

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

For assesment 7-1 I scored a 21 and I think this is reflective of my work dynamics with my manager at the restaurant I work. As this is closer to the in group which " includes followers with strong social ties to their leader in a supportive relationship characterized by high mutual trust, respect, loyalty, and influence". For the self - assesment 7-4 I scored in the upper range of the effective follower because I scored a 37. I think this is accurate because whenever I am in the follower position I work my hardest to support the leader so they do not have to do it all themselves. I believe it is important to support a group and its leader in everyway possible so that it does not only rely on the leader. This allows for the work of a group and its leader to be more reflective of every member of the group and not the individual. I thin this will impact me as a social worker because I am very personable and this can help me develop relationships with leaders and as a follower.

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 more important for a social worker to demonstrate strong leadership skills because we are more often then not working alone in the field. Even tough we have the support of an agency and fellow social workers many of the situations and choices we need to make are individualistic. And therefore we should utilize leadership decision making skills in our everyday work. However, when working in a group or multidisciplinary setting it is also important to demonstrate followership as this shows support for other members and the leader.

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 there can be a personal friendships however, the key word is personal if you want to be friends with your boss or your boss friends with you that relationship should be left outside the office. There needs to be boundaries set in place at work we are friendly and supportive of one another but you never let that friend ship bias you. I think naturally there will be in-groups and out-groups in a work enviornment. However, a leader should recognize this and create a harmonious work environment without these group.

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

Yes, you can have a sucessful career as a follower if you are a reliable follower. You get all your work done and give the right kinds of support when needed. It is truly the people behind a great leader that can elevate the leader and the work being done to the next level.