Leadership and Followership

Followership Style Test Score: 3.5

Followership style: Independent worker; does not need supervision, just a bit of feedback.

Implications of the Score

Based on my score in the followership, there are various implications with regard to my role as a leader. Firstly, it is clearly evident that I have the capacity to work independently under any given situation. As such, I can fulfill all my duties and take responsibility of actions without necessarily being coerced or pressurized by other people. In addition, the test score illustrates that I might require just a bit of feedback pertaining to specific issues; this goes a very long way towards ensuring that I am headed in the right direction. (Grossman, p. 57)

However in order to attain a followership test score of more than 4 points, I have to put more
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effort towards taking up new challenges and then formulating comprehensive frameworks for
the relevant solutions. The results of the followership style test were extremely consistent with
my expectations. This is mainly occasioned by the fact that I have always rated myself as good
leader with an excellent ability to work independently. Furthermore, constant supervision or
monitoring is not necessary based on my leadership style since I am always fully aware of my
responsibilities.

Role in Professional life as a Follower

There are numerous instances in professional life that would exemplify my attributes as a
follower. Among the most applicable examples pertains to an instance where I was a junior
nurse in a busy health care center. Since I did not have sufficient experience, I had to seek the
advice of senior nurses on a frequent basis; however, the senior nurses were not always around
and as such, I had to make independent decisions on a couple of occasions. During one of my
night shifts, a seriously injured person was checked into the hospital after being involved in a
road accident. He was bleeding profusely and as such, I had to come up with swift measures of
stopping the loss of blood. I managed to contain the bleeding even before the doctor’s arrival.
As a good follower, I had to think critically about ideas on how to solve the problem at hand.

Enhancing Followership

Based on the learning resources provided in the book, there are various ways in which I can
enhance my attributes as a follower. Firstly, I have to be more passionate about life in its
entirety as opposed to merely being focused about career development or advancements from
a professional point of view. In terms of being informed, I have to seek both informal and formal
knowledge in order to become a better follower. (Grossman, p. 52)
Developing Effective Leadership Skills

In order to become an effective leader, it is vital to set high standards for others to emulate. Furthermore, it is also essential to realize that leaders must make effective decisions. Elements of confidence and taking risks are also essential as far as effective leadership is concerned. (Grossman, p. 44)

ANA Bill of Rights

The ANA Bill of Rights provides a precise description of the specific rights that all nursing practitioners are entitled to. It is therefore an influential perspective with regard to leadership and followership. It provides an excellent basis on which nursing leaders should base their decisions; additionally, it stipulates the specific limits and/or boundaries that regulate the practice of nursing.

References