

ACTIVITY 5 Lead This Group!

Instructions: There are many possible ways for a leader to respond to situations that have developed within a group. How would you respond to these scenarios if you were the group leader? For each situation circle one of the four actions – your most likely response.

<p>Situation 1</p> <p>Members of your working group are not responding lately to your friendly conversation and concern for their happiness. Their performance as group members has become weak, and they are losing interest in the group process.</p>	<ol style="list-style-type: none"> 1. Stress to them how important it is to complete tasks and use the procedures in place to complete the work of the group. 2. Make yourself available to the group members for discussion but don't push yourself or the group. 3. Talk with the group and develop group goals. 4. Do not intervene at all.
<p>Situation 2</p> <p>The work group's performance is improving. You have been taking time to make sure that the group members know their responsibilities and what you expect of them.</p>	<ol style="list-style-type: none"> 1. Have friendly discussions with group members but make sure that everyone knows the responsibilities and expectations for the work group. 2. Do not take any action. 3. Try to make the group members feel important and involved. 4. Emphasize how important it is to meet deadlines and complete tasks.
<p>Situation 3</p> <p>The group members are having trouble solving a problem themselves. Most times you have left them alone to solve problems. Up until now, group members have had strong relationships.</p>	<ol style="list-style-type: none"> 1. Get the group together and try to solve the problem as a whole. 2. Let the group work it out. 3. Act quickly and strongly to fix the problem and find a solution. 4. Be supportive and let the group work out the problem.

<p>Situation 4</p> <p>The group needs a change. You know that the group has had many positive accomplishments and a change would be good to reward them and keep them motivated.</p>	1. Allow the group to be involved in the change process.
	2. Tell the group that it is time for a change and what change you have planned, then closely supervise the process.
	3. Tell the group about the change and let the group decide how they will implement it.
	4. Ask the group for recommendations and then as the leader begin to direct the change.
<p>Situation 5</p> <p>Over the last few weeks the group has been losing interest. Individuals are not concerned with getting the job done. When this happened before, you reviewed the group's goals, but you must constantly remind the group of timelines and their responsibilities.</p>	1. Let the group decide which direction they need to take.
	2. Take the group's recommendations, but as the leader you must make sure that jobs get done.
	3. Meet with individuals and review their tasks with them. Monitor each group member's work performance.
	4. Organize a social get-together.
<p>Situation 6</p> <p>You have become the leader of a very productive group. The previous leader was very demanding and authoritarian. You would like to come across as a more democratic leader.</p>	1. Talk with each group member personally to try to get to know him or her better.
	2. Make sure the group understands the importance of deadlines and tasks.
	3. Do not involve yourself with the group.
	4. Involve yourself with the group and the decision making but make sure that the assigned tasks will be completed.

<p>Situation 7</p> <p>You are thinking about changing to a new structure that will give the group members new task assignments. Group members have made suggestions about needed changes and seem to be flexible with the overall idea.</p>	<ol style="list-style-type: none"> 1. Define the change and carefully monitor its implementation. 2. Participate with the group in creating what the change will be and let the group put the plan in place. 3. Be willing to make changes that the group suggests but keep control of how the changes take place. 4. Leave the group alone. Leave the changes on the "back burner."
<p>Situation 8</p> <p>Relationships between group members are good. You feel that you are not really leading the group because they don't really need you.</p>	<ol style="list-style-type: none"> 1. Leave the group alone to function. 2. Discuss the situation with the group and then implement changes if needed. 3. Assert yourself more as the leader. 4. Discuss how you feel with the group but do not tell them what to do.
<p>Situation 9</p> <p>You are the new leader of a group that is not meeting its deadlines for task completion. They are unsure about group goals, attendance is poor, and more time is spent at meetings catching up with gossip than following the agenda. You feel the group has the potential to be effective.</p>	<ol style="list-style-type: none"> 1. Let the group work it out. 2. Ask the group for recommendations, use them, but above all, make sure goals are met. 3. Review the group's goals and make sure the tasks are completed. 4. Have the group involved in setting goals.

<p>Situation 10</p> <p>Group members are usually responsible, but lately they have become lazy and do not listen to your instructions.</p>	<p>1. Let the group discuss and make changes to responsibilities. Do not take control of the discussion.</p>
	<p>2. Let the group know your expectations and then monitor the group members individually.</p>
	<p>3. Leave the situation alone.</p>
	<p>4. Ask the group for input and then make sure the new expectations are met.</p>
<p>Situation 11</p> <p>You are the new group leader. The last one did not get involved with the group or their activities. The group has formed strong relationships.</p>	<p>1. Begin to lead the group in a well-organized manner.</p>
	<p>2. Involve the group members in the decision-making process and reinforce their positive contributions.</p>
	<p>3. Discuss the group's past activities with them and decide if there is a need for changes.</p>
	<p>4. Let the group continue to function with little input from you.</p>
<p>Situation 12</p> <p>You have been warned that some group members are upset with each other and won't work together. Up until now the group has been cohesive and effective.</p>	<p>1. Think of a solution, try it out, and ask for feedback.</p>
	<p>2. Let the group work out the problem themselves.</p>
	<p>3. Act quickly, be firm to correct the problem, and get the group back on task.</p>
	<p>4. Participate with the group in problem solving and provide support.</p>

Determining Your Perceived Leadership Dimension Quadrant

Instructions: Record your answers on the table below. For each situation, circle the number that you chose. In the totals area, record the number of circled numbers in each column. *Note:* the total of all four columns adds to 12.

Situation 1	1	3	2	4
Situation 2	4	1	3	2
Situation 3	3	1	4	2
Situation 4	2	4	1	3
Situation 5	3	2	4	1
Situation 6	2	4	1	3
Situation 7	1	3	2	4
Situation 8	3	2	4	1
Situation 9	3	2	4	1
Situation 10	2	4	1	3
Situation 11	1	3	2	4
Situation 12	3	1	2	4
TOTAL				
Quadrant	1	2	3	4

The columns match the quadrants in the following graph. Write your scores in the boxes in each quadrant.

Relationship Behaviour	High	High Relationship Low Task 3	<input type="text"/>	<input type="text"/>	High Task High Relationship 2
	Low	Low Relationship Low Task 4	<input type="text"/>	<input type="text"/>	High Task Low Relationship 1
		Low	Task Behaviour		High

Reflection:

What was your dominant quadrant? _____

Do your results on this exercise match how you perceive yourself as a leader? _____