Followership

“The highest reward for a person’s toil is not what they get for it, but what they become by it” – John Ruskin

Eppley Institute for Parks and Public Lands
Presenters:

Amy Lorek
Visiting Lecturer, Indiana University

Christy McCormick
Project Coordinator, Eppley Institute
Followership

Objectives:
- Define followership
- Discuss positive followership traits and strategies
- Understand the relationship between leaders and followers
Who is responsible for success?

Contributions of success of organizations

Followers 80%

Leaders 20%
Follower-Leader Continuum

Follower ↔ Leader
Myth #1: Followers have been stripped of free will
Myth #2: Those who can’t lead... follow
Myth #3: Followers blindly obey
Myth #4: Followers are weak
Robert E. Kelley’s Model of Follower Behavior

- Five types of Followers
  • Sheep
  • Yes People
  • Survivors
  • Alienated
  • Effective
Independent, Critical Thinking

Passive

Active

Dependent, Uncritical Thinking
Independent, Critical Thinking

Passive

sheep

Dependent, Uncritical Thinking

Active
Statler: This show is off to a fast start
Waldorf: Good, maybe it'll end quicker!
Independent, Critical Thinking

Effective Followers

Alienated followers

Passive

Survivors

Active

sheep

Yes people

Dependent, Uncritical Thinking
An effective follower is...

- Proactive
- Loyal
- Enthusiastic
- Able to deal with conflict and is a problem solver
- Versatile and flexible