**Follower Styles Described by Ira Chaleff (*The Courageous Follower*)**



* ***Quadrant IV*:** Low Support, Low Challenge - **RESOURCE**
	+ Satisfactory worker, but not beyond minimum expectations
* ***Quadrant III*:** Low Support, High Challenge – **INDIVIDUALIST**
	+ Speaks out freely – maybe too freely; doesn’t support leader with high energy
* ***Quadrant II*:** High Support, Low Challenge – **IMPLEMENTER**
	+ Works hard without much oversight; won’t challenge leader or policy
* ***Quadrant I*:** High Support, High Challenge – **PARTNER**
	+ Willing to challenge leader’s actions when necessary; highly supportive of leader

 **Follower Styles with Attributes**

|  |  |
| --- | --- |
| **Implementer**DependableSupportiveConsiderateAdvocateDefenderTeam OrientedCompliantRespectful of authorityReinforces leader’s perspectives | **Partner**Purpose drivenMission orientedRisk takerCultivates relationshipsHolds self and others accountableConfronts sensitive issuesFocuses on strengths and growthPeer relations with authorityComplements leader’s perspectives |
| **Resource**PresentAvailableExtra pair of handsBrings specific skills UncommittedPrimary interests lie elsewhereExecutes minimum requirementsMakes complaints to third partiesAvoids attention of authority | **Individualist**Confrontational ForthrightSelf-assuredIndependent thinkerReality checkerIrreverent RebelliousSelf-marginalizingUnintimidated by authority |

**Beyond “Lead, Follow, or Get Out of the Way”**  Kevin Wiley