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

A picture containing screenshot, black, square, rectangle

Description automatically generated

* ***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**  Dependable  Supportive  Considerate  Advocate  Defender  Team Oriented  Compliant  Respectful of authority  Reinforces leader’s perspectives | **Partner**  Purpose driven  Mission oriented  Risk taker  Cultivates relationships  Holds self and others accountable  Confronts sensitive issues  Focuses on strengths and growth  Peer relations with authority  Complements leader’s perspectives |
| **Resource**  Present  Available  Extra pair of hands  Brings specific skills  Uncommitted  Primary interests lie elsewhere  Executes minimum requirements  Makes complaints to third parties  Avoids attention of authority | **Individualist**  Confrontational  Forthright  Self-assured  Independent thinker  Reality checker  Irreverent  Rebellious  Self-marginalizing  Unintimidated by authority |

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