

# GROWING FROM FOLLOWERSHIP TOWARD LEADERSHIP: 16 DIMENSIONS TO GUIDE DEVELOPMENT

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## INTRODUCTION

Listed below are sixteen (16) dimensions that represent directions of growth that support one's migration from followership toward leadership in organizations. Consider that the learning is never ending. In the spirit of lifelong learning, these 16 dimensions are offered as guideposts for the purposeful direction of personal growth; not rating scales for evaluation. If you wish to grow from follower-ship toward leadership, think about how these dimensions might provide guidance for your development, then actively pursue your learning accordingly. Another application of this set of guidelines is to use them as criteria for assessing people for promotion from followership roles into leadership positions. Hope they are helpful in stimulating your own thinking and guiding growth in yourself and others.

<b>FROM FOLLOWERSHIP</b>	<b>→</b>	<b>TOWARD LEADERSHIP</b>
Generally passive in attitude	→	Positive attitude, active, energized
Deference toward others	→	Respect for others and self
Focused on self-interests	→	Focused on mutual, common interests
Limited responsibilities	→	Broad responsibilities
Emotionally subjective	→	Intellectually objective
Uninformed, ignorant	→	Information-rich, enlightened
Imitates others	→	Engaged in creative originality
Short time-horizon	→	Long time horizon
Dependent on others	→	Self-directed, inter-dependent
Incurious, constricted interests	→	Widely curious and interested
Authority used to control others	→	Authority used to empower others
Self-identity scattered, unformed	→	Self-identity fully integrated
Self-critical, low self-confidence	→	Self-acceptance, self-confident
High need for certainty, security	→	Able to tolerate ambiguity, uncertainty
Responds to emotional impulses	→	Responds to rational choices
Superficial interests, shallow concerns	→	Profound interests, deep concerns