**Observational Exercise**

Obstacles

Purpose

1. To develop an understanding of the practical value of path–goal leadership as a strategy for helping followers reach their goals

2. To identify Obstacles that limit group effectiveness

3. To investigate how a leader’s style helps followers overcome obstacles to goal achievement

Directions

1. Observe a meeting, practice, or session of one the following groups (or a similar group): a sports team practice,

a class project group meeting, a weekly staff meeting at work, a fraternity or sorority council meeting, or a planning

meeting for a nonprofit organization.

2. Record what you observe at the meeting. Be specific in your descriptions.

General observations of the meeting:

Observations of the leader’s behavior:

Observations of group members’ behaviors:

Questions

1. What are the goals of the individuals or group you observed? Are the goals clear?

2. What are the major obstacles confronting the individuals in the group?

3. What style of leadership did the leader exhibit? Was it appropriate for the group?

4. If you were leading the group, how would you lead to help group members?

**Reflection and Action Worksheet**

Obstacles

Reflection

1. When it comes to helping people who are having problems, how do you view your own abilities? Are you comfortable

with setting goals and giving directions to others?

2. One of the central responsibilities of a leader is to help his or her followers become motivated. This means helping

them feel competent, helping them meet their expectations, and helping them value what they do. How

would you apply these three principles in a leadership situation?

3. As you reflect on the obstacles discussed in the chapter, which obstacles would you be most and least effective

at addressing? Why?

Action

1. To be an effective leader requires that you clarify the goal and define the path to the goal. What specific things

could you do in an upcoming leadership situation to clarify the goal and define the path for others?

2. As you look at your results on the Path–Goal Styles Questionnaire, what scores would you like to change?

Which styles would you like to strengthen? How can you make sure you exhibit the most effective style the next

time you are leading a group?

3. People vary regarding their need to be helped. Some want a lot of assistance, and others like to be independent.

Are you prepared to adapt your leadership to be helpful to those who need it? Discuss.