

Follower Styles

<p style="text-align: center;">Individualist <i>high challenge, low support</i></p> <ul style="list-style-type: none">• Serve themselves• Forthright• Self-assured• Confrontational• Independent• Reality-checker• Irreverent• Rebellious• Self-marginalizing	<p style="text-align: center;">Partner <i>high challenge, high support</i></p> <ul style="list-style-type: none">• Serve the mission• Purpose-driven• Mission-oriented• Risk-taker• Holds self and others accountable• Confronts sensitive issues• Complements the leader's perspective
<p style="text-align: center;">Resource <i>low challenge, low support</i></p> <ul style="list-style-type: none">• Serve the task• Present• Available• Extra pair of hands• Brings specific skills• Uncommitted• Avoids attention• Minimum requirements• A day's work for a day's pay	<p style="text-align: center;">Implementer <i>low challenge, high support</i></p> <ul style="list-style-type: none">• Serve the leader• Dependable• Supportive• Considerate• Advocate• Team-oriented• Compliant• Respectful agreement• Understand

Adapted from The Courageous Follower by Ira Chaleff