
CAUSING
OTHERS
TO WANT
YOUR
LEADERSHIP
...for Teachers

STUDY GUIDE

A professional growth opportunity providing
individual or group reflection and analysis

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1 What Leadership Is

1. Describe a situation when someone was promoted to a leadership position because he or she was an excellent “doer” and remained a doer after taking the position.



What were the results relative to:


- Overall leadership?
- Increasing the competency of staff?
- The needs of the organization?
- Team building?


2. Describe the best leader you have ever experienced. What did this person do that made him or her an exceptional leader?





3. Write a reaction to the phrase: “*Leadership is a function not a position.*” (Group Activity: Using a large sheet of chart paper, record everyone’s responses.)



4. Do you believe that “*causing others to want what you are doing to accomplish the work of the school*” is an appropriate and all-inclusive definition of leadership in the school setting? Why or why not? 


5. Discuss why the word *want* is such a critical word in this definition. 


6. Consider the statement: “*In too many instances, negative staff members, parents, and pressure groups have taken leadership away from us. This has often happened because we have allowed it to happen.*” Do you agree? Why or why not? 

6a. Discuss specific examples of giving leadership away. 

7. There are two basic ways to lead: to make it very pleasant for people to do the things you want them to do or move in the direction you want them to go—or to make it unpleasant for people not to do the things you want them to do or move in the direction you want them to go.

Discuss with colleagues why a leader should always reject the latter and embrace the former.

7a. What are the long-term ramifications to leaders if they don’t use positive results to shape others’ behaviors? 

8. Give an example that supports the statement: *A leader’s actions or nonactions taken with one person affect his or her relationships with all his or her peers and those being led.* 

9. Effective communication with all being led is an absolute of effective leadership. Yet it remains one of the biggest challenges for a leader. Describe the best ways the leaders you have known overcame this challenge.



9a. Discuss and develop with colleagues a comprehensive list of these strategies.



9b. Rank the strategies in this list as to their importance or potential effectiveness.



Are You A Leader?

10. Give an example that illustrates each of the following reactions and behaviors in problem situations, and explain why they work against the leader.

• Reacting defensively.



• Not facing the reality that the leader might have been partially responsible for creating the situation.



• Failing to recognize, understand, or appreciate their own behavior and motivations as well as the behavior and motivations of those they lead.



Your Take-Away

Through your study of the concepts in this chapter, you should now:

1. Have a greater understanding of what leadership is and is not.
2. Understand why a leader's actions or nonactions with one person affect his or her relationships with all those being led.
3. Know why communication is a leadership absolute and how to fulfill this leadership challenge.
