

Building Community Questionnaire

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LS 600 Introduction to Leadership

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Organizational Climate Questionnaire

Scoring

1. Sum the even-numbered items, but reverse the score value of your responses (i.e., change 1 to 5, 2 to 4, 4 to 2, and 5 to 1, with 3 remaining unchanged).
2. Sum the responses of the odd-numbered items and the converted values of the even-numbered items. This total is your leadership out-group score.

Total Scores

Out-group score: 40

My score is low range. The questionnaire is indicated that I “most likely have little interest in helping out-group members become a part of the larger group. You may become irritated and bothered when out-group members' behaviors hinder the majority or progress of the larger group. Because you see helping the out-group members as an ineffective use of your time, you are likely to ignore them and make decisions to move the group forward without their input.”

I agree with author when he says: “there are many different reasons that out-groups form”. For me, I will treat each out-group member depending reasons that out-groups form. The author basically affirms that exist 4 reasons to form out-groups: They are:

1. People disagree with the social, political, or ethical position of the majority
2. Social identity theory.
3. People sense that they are being excluded by the larger group.
4. Some people lack communication skills or social skills

Therefore, the leader needs to know who are the followers or employees. Knowing how the out-groups are formed, the leader can understand what the motivation of each person is. There are people are out-groups, but they understand the vision and want to complete the mission of organization. But there are people are out-groups and are committed to themselves and do not committed to the objectives of the organization.

The author suggests 6 strategies for how a leader should respond to out-group members.

They are:

1. Listen to out-group members
2. Show empathy to out-group members
3. Recognize the unique contributions of out-group members
4. Help out-group members feel included
5. Create a special relationship with out-group members
6. Give out-group members a voice and empower them to act

I agree with every strategy, but they do not work with uncommitted people. Efficient leaders know their team. Leaders can spend time and energy that could be to spend with people that really need help. In the practice of leadership, if leader does not understand his role, he can put everything to waste. The leader is in his role to influence people to reach a goal.

BUILDING COMMUNITY QUESTIONNAIRE

Northouse, P. (2015). *Introduction to Leadership*. Thousand Oaks, CA; Sage Publications, Inc.