

9 .2 Building Community Questionnaire

Rosemary Hembah

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Professor Chere Brown

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The purpose of this questionnaire is to identify one's attitudes toward out-group members and to explore how I as a leader respond to members of the out-group. I imagined for a moment as a leader, how I would respond to members of the out-groups, keeping this vision in mind, I completed the Building Community Questionnaire and the following is my finding:

Total Score

Out-group score: 56

Scoring Interpretation

After completing the Building Community Questionnaire which is designed to measure my response to out-group members, I have discovered that my out-group score is fifty-six which according to the scoring interpretation, I am in the high score range, indicating that I try to help out-group members feel included and become a part of the whole group. I am also likely to listen to people with different points of view and to know that hearing a minority position is often valuable in effective group work.

According to Northouse (2015), out-groups refer to those individuals in a group who do not feel a part of the larger group. These groups run counter to building community, and have negative impact on the synergy of the larger group. However, it is the responsibility of an effective leader to show empathy to out-group members and listen to them and help them feel included. Leaders also have to recognize unique contributions of out-group members, give them a voice and empower them to act.

I believe that this exercise has help me to understand a new dimension of leadership that I did not know about or recognized that it was there all along. It is now left for me to study it and

incorporate it as an essential part of my leadership. It will definitely make any leader more effective.

Reference

Northouse (2015). Introduction To Leadership: Concepts and Practice: SAGE Publication Inc.