

Path-Goal Styles Questionnaire

Shontave L. Jackson

Beulah Heights University

Running track during her high school years was one of the most memorable times for the author of this reflection paper. Track practice was an interesting experience indeed. On one hand it was a brief getaway from the challenges of the school day; yet on the other hand it was a boot-camp and required extreme concentration. Joking and laughing with teammates became a favorite activity before practice started. This “let your hair down moment” turned into a much needed escape because the actual practice became an intense activity for everyone; all jokes had to be laid aside.

Some team members participated in long-distance events and others in short-distance events like relay races and jumping the hurdles. While all track events required a level of intense focus, in the author’s mind it appeared that jumping the hurdles required the most concentration, determination, fitness and strength. Consider this. Jumping the hurdles required a strong and fast start so the individual could successfully jump over the first hurdle while maintaining concentration, balance and momentum to jump over the next sequence of hurdles. This skillful level of coordination could only be achieved if individuals maintained their focus, balance and speed so they could beat their opponents to the finish line. For this reason, this week’s chapter reading “Overcoming Obstacles” can be likened to jumping hurdles in track.

According to Northouse (2018) an obstacle is a hindrance, or hurdle that gets in the way of followers thereby making it difficult to reach the goal *or finish line*. Therefore, it is vital for today’s leaders and emerging leaders to embrace the thought of helping team members overcome work-related and non-work-related obstacles so the team can reach the goal *or finish line*. While a specific formula doesn’t exist to address obstacles per-se, Northouse (2018) recommends several strategies that will increase effectiveness and team productivity. This week’s survey results revealed that the author of this reflection paper is strongest at the supportive leadership style followed by the achievement-oriented leadership style. While these results are not

surprising it is important to note that progress should be made in the directive and participative leadership style areas.

It is becoming clearer that leadership is more than a title, salary or prestige. While the role of a leader yields significant benefits personally and professionally, it also carries with it a great level of accountability, responsibility and influence. It cannot be stressed enough that wearing a leadership title is serious business because ultimately all leaders are accountable to God who is the leader of all leaders. As a result, leaders must hold themselves accountable to support their followers by means of effectively addressing work-related and non-work-related matters in the most beneficial manner.

References

Northouse, P.G. (2018). *Introduction to leadership: concepts and practice (4<sup>th</sup> ed.)*

Thousand Oaks, CA: Sage (pp. 301, 302)