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1. **Define the Fiedler Contingency Model.**

**This is the theory that effective groups depend on a proper match between a leader’s style of interacting with subordinates and the degree to which the situation gives control and influence to the leader.**

1. **Define the Leader-Member Exchange (LMX) Theory.**

**This is a theory that suggest leaders and followers have unique relationships that vary in quality and these followers comprise ingroups and outgroups; subordinates with ingroup status will likely have higher performance ratings, less turnover, and greater job satisfaction.**

1. **Define the three leadership styles as indicated in Chapter 12. Of the leadership styles identified, which one aligns with your ability?**

**Authentic leaders are self-aware and are anchored by their mission. They consider other’s opinions and all relevant information before making a decision that impacts the group. unethical leadership is the idea that leaders serve as ethical role models and thus demonstrate appropriate/inappropriate behavior and use their power in ethical/unethical ways and treat others fairly, servant leadership is going beyond the leaders own self interests and focusing on opportunities to help followers grow and develop.**

**I am an authentic leader. I am very self-aware and am constantly trying to better myself. I also really try to actively listen to my followers.**

1. **Define Authentic Leaders.**

**Authentic leaders are self-aware and are anchored by their mission. They consider other’s opinions and all relevant information before making a decision that impacts the group.**

1. **Define Servant Leaders.**

**servant leadership is going beyond the leaders own self interests and focusing on opportunities to help followers grow and develop.**

1. **Define trust. Identify the outcomes of trust.**

**Trust is a psychological state of mututal positive expectations between people – both depended on each other and are genuinely concerned for each other’s welfare. When followers trust their leader, they are confident that their leader will make the right decisions and keep their interests in mind. Leaders who trust followers are confident their followers will complete their tasks.**

1. **What are the nine distinct influence tactics and define them?**

**Legitimacy – relying on your authority position or saying a request accords with organizational policies or rules.**

**Rational persuasion – presenting logical arguments and factual evidence to demonstrate a request is reasonable.**

**Inspirational appeals – developing emotional commitment by appealing to a target’s values, needs, hopes, and aspirations.**

**Consultation – increasing support by involving the target in deciding how to accomplish your plan.**

**Exchange – rewarding the target with benefits or favors in exchange for agreeing to a request.**

**Personal appeals – asking for compliance based on friendship or loyalty.**

**Integration – using flattery, praise, or friendly behavior prior to making a request.**

**Pressure – using warnings, repeated demands, and threats.**

**Coalitions – enlisting the air or support of others to persuade the target to agree.**

1. **Describe political behavior.**

**Political behavior is activities that are not required as part of a person’s formal role in the organization buy that influence, or attempt to influence, the distribution of advantages and disadvantages within the organization.**