

KEY RESPONSIBILITIES OF A FOLLOWER

Take Ownership

To demonstrate this key responsibility, you should:

- Assume responsibility for yourself and how you contribute to the Army mission.
- Suggest actions that could add value and improve external activities and internal processes.

Serve

You can serve your leader by:

- Being willing to assume new or additional responsibilities to unburden your leader and serve the organization.
- Recognizing how your strengths complement your leader's strengths. For example, if you're highly skilled in a specific technical field and your leader must make a decision relating to several technical fields, provide your leader with the information needed to make a high-level decision.
- Standing up for your leader and the tough decisions your leader must make.
- Being reliable when asked to perform a task.

Develop Awareness

To develop a high level of situational and self-awareness, you should:

- Recognize what your senior finds threatening, annoying, or embarrassing.
- Be aware of how your senior's attitudes or the situation will impact how your feedback and input will be received.

Build Trust

To build trust, you should:

- Behave professionally and respectfully at all times.
- Use each task as an opportunity to demonstrate your competence and judgement.
- Build a strong, mutually beneficial, and appropriate relationship with your leader.

Take Moral Action

When taking action to correct or communicate with your senior about a moral issue, be sure to:

- Avoid assuming that your seniors are completely wrong or misguided.
- Clarify the intent of orders that seem morally wrong to avoid a simple misunderstanding.
- Address issues in private, when possible, instead of undermining your senior's authority in front of your subordinates, which can interfere with good order and discipline.

Improve the Organization

You should improve the organization by:

- Championing the need for the change when it's necessary.
- Supporting the leader and group when the change is questioned.
- Staying positive about the change when communicating it to subordinates.
- Advocating for subordinates in times of change.

Advocate for Subordinates

When advocating for subordinates:

- Determine what message to communicate and how to best communicate that message upward.
- Be aware of when you should advocate upward for your subordinates and when you should take care of your subordinates' issues yourself.