

Question 1**Instructions:** Match each key term to its definition

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|--|--------------------------------|
| <div>- ▼</div> <div>Process for guiding individuals, groups, and entire organizations in establishing goals and sustaining action to support goals.</div> | <div>A. Laissez-faire</div> |
| <div>- ▼</div> <div>Process of fulfilling specifically defined roles designed to facilitate work to support organizational goals. Responsibility is specifically assigned by the organization to direct and evaluate the work of others.</div> | <div>B. Management</div> |
| <div>- ▼</div> <div>Style of leader or manager who makes decisions with little influence from others. The leader or manager tells others what to do.</div> | <div>C. Legitimate</div> |
| <div>- ▼</div> <div>Style of leader or manager who involves followers in decision making. Believes creativity will be greater and there will be more broad-based support for goals if participation is high.</div> | <div>D. Expert</div> |
| <div>- ▼</div> <div>Style of leader or manager who may behave as a nonleader. Under this leadership style, individuals and groups are expected to make their own decisions because of the hands-off approach from the leader.</div> | <div>E. Channel</div> |
| <div>- ▼</div> <div>_____ power is based on how others identify with the leader or individual within a group.</div> | <div>F. Distortion</div> |
| <div>- ▼</div> <div>_____ power is based on the leader's control and distribution of tangible and intangible resources.</div> | <div>G. Referent</div> |
| <div>- ▼</div> <div>_____ power comes from the positions, title, or roles people occupy.</div> | <div>H. Reward</div> |
| <div>- ▼</div> <div>_____ power is based on information the leader knows as a result of organizational interaction or areas of technical specialty.</div> | <div>I. Leadership</div> |
| <div>- ▼</div> <div>_____ power is based on the sanctions or punishments within the control of the leader.</div> | <div>J. Democratic style</div> |
| | <div>K. Autocratic style</div> |
| | <div>L. Coercive</div> |

Question 2

1. Leadership Analysis

Analyze an effective or ineffective leader within an organization by answering the following questions:

- Would you classify this person as a leader or manager? Why?
- Identify constructive or destructive communication behaviors this person exhibits.
- Describe the style approach used by this person: autocratic, democratic, laissez-fair, or impoverished management? Explain your observation.
- Classify the power base(s) used by this person: legitimate, reward, coercive, referent, expert, or connection. Give examples.
- Does this leader uphold ethical principles? Explain.
- What have you learned from observing this person?
- How can you apply your observations to make you a better leader?

Your response should be at least 200 words in length. Support your ideas with content from the textbook or other credible source. Use APA style citations to show paraphrased or quoted content to support your ideas that corresponds to an APA style reference.

Question 3

1. Personal Leadership Theory

Complete the leadership inventory titled, Statements Describing Leaders and Leadership on pp. 416-417 in Figure A.3 OR find one or two inspiring quotes on leadership to help you develop your own personal leadership theory.

- Answer the question: What is your personal leadership theory?
- Compare your leadership theory with the topics discussed in Chapter 7 in the course textbook or with an article related to leadership from the online library.
- Evaluate how your personal leadership theory upholds ethical principles.

Your response should be at least 200 words in length. Support your ideas with content from the textbook or other credible source. Use APA style citations to show paraphrased or quoted content to support your ideas/viewpoint that corresponds to an APA style reference.