



9.1 Leadership — Overview

Purpose

This section will help mentees gain a better understanding of leadership and workplace dynamics. Mentors can use the discussion topics and worksheets to guide mentees in developing realistic expectations for their work team. With this knowledge and awareness, mentees will be able to build optimal work relationships. Mentees also can use the tools to assess their ability and desire to be a leader.

Perspective

Leaders must have an honest understanding of who they are, what they know and what they can do. Not all managers and supervisors are leaders. There are many leaders in departments who may not be a manager or a supervisor. Followers decide if a leader is effective. Generally, if the followers lack trust or confidence in their leader, they may come to work uninspired. Everyone can develop his or her leadership skills. Honing these skills can lead to increased satisfaction at work and home.

Preparation

You may not be a formal leader (i.e. supervisor, manager, charge nurse etc), in your place of employment. However, as a mentor, you do possess some leadership characteristics. Reviewing the contents of this section may give you insightful personal information that will be beneficial in your discussions with your mentee.

Tools

- Leadership — Discussion Starters
- Leadership Self-Assessment Activity ★ LPI???
- Leadership Behaviors
- Leadership Behaviors Worksheet ★
- Key Differences in Managers and Leaders Discussion
- Key Differences in Managers and Leaders Worksheet ★
- Leadership References

Pointers

- ▶ Leadership takes many forms.
- ▶ Everyone cannot be in a leadership position, and not everyone wants such a role. One may have all the capabilities but none of the desires. Or, they may desire to be a leader but have not taken the time to understand and to develop and use essential leadership skills.
- ▶ Reading this section and reflecting on its content can help provide insight into leadership at your institution.

★ *designates handouts and tools intended for the mentee*