

## 12.3 OBSERVATIONAL EXERCISE

### Obstacles

#### Purpose

1. To develop an understanding of the practical value of path-goal leadership as a strategy for helping followers reach their goals
2. To identify *obstacles* that limit group effectiveness
3. To investigate how a *leader's style* helps followers overcome *obstacles* to goal achievement

#### Directions

1. Observe a meeting, practice, or session of one the following groups (or a similar group): a sports team practice, a class project group meeting, a weekly staff meeting at work, a fraternity or sorority council meeting, or a planning meeting for a nonprofit organization.
2. Record what you observe at the meeting. Be specific in your descriptions.  
General observations of the meeting:  
Observations of the leader's behavior:  
Observations of group members' behaviors:

#### Questions

1. What are the *goals* of the individuals or group you observed? Are the goals clear?
2. What are the major obstacles confronting the individuals in the group?
3. What style of leadership did the leader exhibit? Was it appropriate for the group?
4. If you were leading the group, how would you lead to help group members?