


CHAPTER12

Overcoming Obstacles






OBSTACLES EXPLAINED

- It is a hindrance, problem, or hurdle that gets in the way of followers and makes it difficult for followers to reach their goal. Obstacles get in the way of what followers intend to do. Obstacles come in many forms. It could be a physical thing, a psychological issue, or a task-related issue . In essence, anything that has a negative impact on follower performance could be called an obstacle.
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OVERCOMING OBSTACLES IN PRACTICE

- The first challenge in helping people with obstacles is to figure out what the problems are;
 - the second challenge is in determining what should be done to solve them.
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OVERCOMING OBSTACLES

- Obstacle 1: Unclear Goals
Obstacle 2: Unclear Directions
 - Obstacle 3: Low Motivation
 - Obstacle 4: Complex Tasks
 - Obstacle 5: Simple Tasks
 - Obstacle 6: Low Involvement
 - Obstacle 7: Lack of a Challenge
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SUMMARY

- effective leaders help individuals define their goals and the paths they wish to take to meet those goals.
 - Based on expectancy theory, leaders can help others be motivated by helping them feel competent, to receive what they expect from their work, and to see the overall value of their work.
 - If the obstacle a person faces is a complex task, the leader should provide directive leadership. If the obstacle is a task that is too simple or mundane, however, the leader needs to give supportive leadership.
 - Obstacles will always exist and present a challenge in all endeavors.
 - The sign of a good leader is one who is willing to help individuals overcome these obstacles so that they can more effectively move toward and accomplish their goals
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