

# Followership

*Current as of*  
18 July 2019

## Lesson Plan

**Objective:** While participating in a guided discussion, each airman will discuss the characteristics of effective followership.

**Assessment Question:** I am comfortable discussing how followership contributes to Airmanship.

**Instructional Aids:** None

**Foundational Competencies:** Teamwork, Accountability, Communication, Preserance, Service Mindset, Flexibility, Self-Control, Analytical Thinking and Resilience .

**References:** AFH-1, AFH 36-2618, AF DOCTRINE Vol 2

### Lesson Outline

MP 1. Introduction a. Attention Step b. Overview	10 Minutes
MP 2. Followership Guided Discussion a. Define Followership b. The Importance of Followership c. Positive attributes of Followership d. Negative attributes of Followership e. Importance of Followership in the Military	35 Minutes
MP 3. Conclusion a. Summary b. Remotivation	5 Minutes

**Attention:** Kick off guided discussion with a physical activity. Select individuals to lead small group activities. Activities can include arranging furniture a certain way or layout, have students arrange themselves in order of age (youngest to oldest), etc. The purpose of this activity is to observe followership emerge within the group. Use your observations to kick off the guided discussion. Upon completion of the activity, ask the students to comment of their observed examples of followership during the activity.

*Overview: Today we are going to talk about followership.*

## **MP2: Followership Guided Discussion**

**LOQ:** What is Followership?

Anticipated Response  
(*Student responses will vary*)

**LOQ:** Why is being a follower important?

Anticipated Responses  
(*Student responses will vary*)

**LOQ:** What are some positive attributes of followership?

**Facilitator Note: Have students give examples of anticipated Responses**

Anticipated Responses

- Judgement
- Obligation to the enterprise
- Work ethic
- Competence
- Honesty
- Courage
- Discretion
- Loyalty
- Ego Management
- Team Player

**LOQ:** What are some negative attributes of followership?

**Facilitator Note: Have students give examples of anticipated responses**

Anticipated Responses:

- Questioning everything
- Lazy
- Complaining
- Needs to be told often
- Constant excuses

**LOQ:** Why is followership very important in the military?

Anticipated Responses:

- Enlisted Force Structure responsibilities
- Everyone is a follower
- UCMJ
- Mission depends on orders being executed
- You cannot effectively lead until you understand

**FINAL QUESTION:** How does followership contribute to the identity of Airmanship?

**MP3: Conclusion**

**SUMMARY:** Today we used our personal experiences to define followership, the importance of followership, both positive and negative attributes, and the importance of followership in the military.

**REMOTIVATION:** Barbara Kellerman, professor at Harvard University's John F. Kennedy School of Government, has stated that "followers are more important to leaders than leaders are to followers." To put the importance of followership in perspective, let's look at the oath of enlistment and how it emphasizes followership. "I do solemnly swear that I will support and defend the Constitution of the United States, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God." (10 U.S. Code §50)