

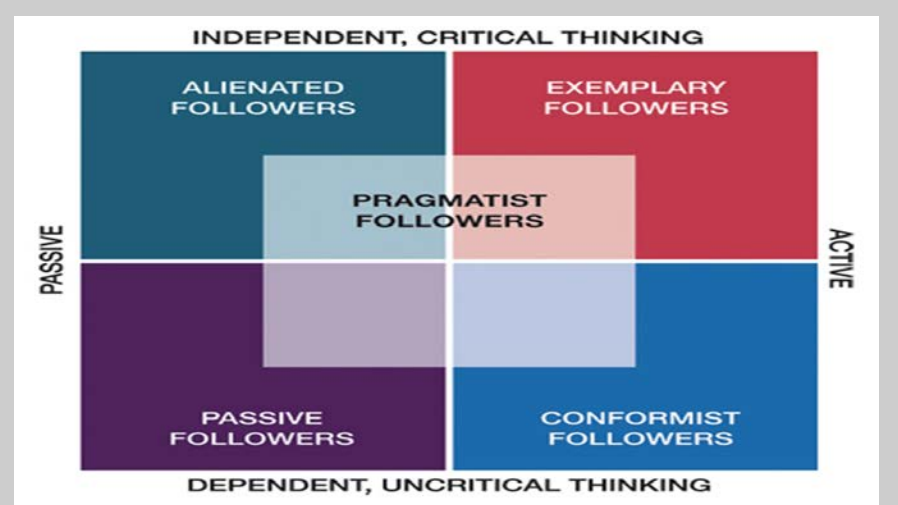
# Follow the Leader: Changing the Game of Hierarchy in Healthcare

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## Background & Significance:

\* Studies report: what leaders are, how they influence, and what styles exist. Little, however, is known about the followers. As with leaders, followers need development to be more effective.

\* Robert Kelley's conceptual model framed this work to look at the different styles. This model helps to identify the most effective followers and those who may need further guidance, mentorship, and education to become more effective.



## Introduction

**Purpose Statement:** To identify the followership styles within a population of registered nurses with less than four years of experience in the nursing profession.

**Setting:** An acute care hospital in the southwest of the United States.

**Participants:** Registered nurses with less than four years of experience. Sixty participants met the inclusion criteria.

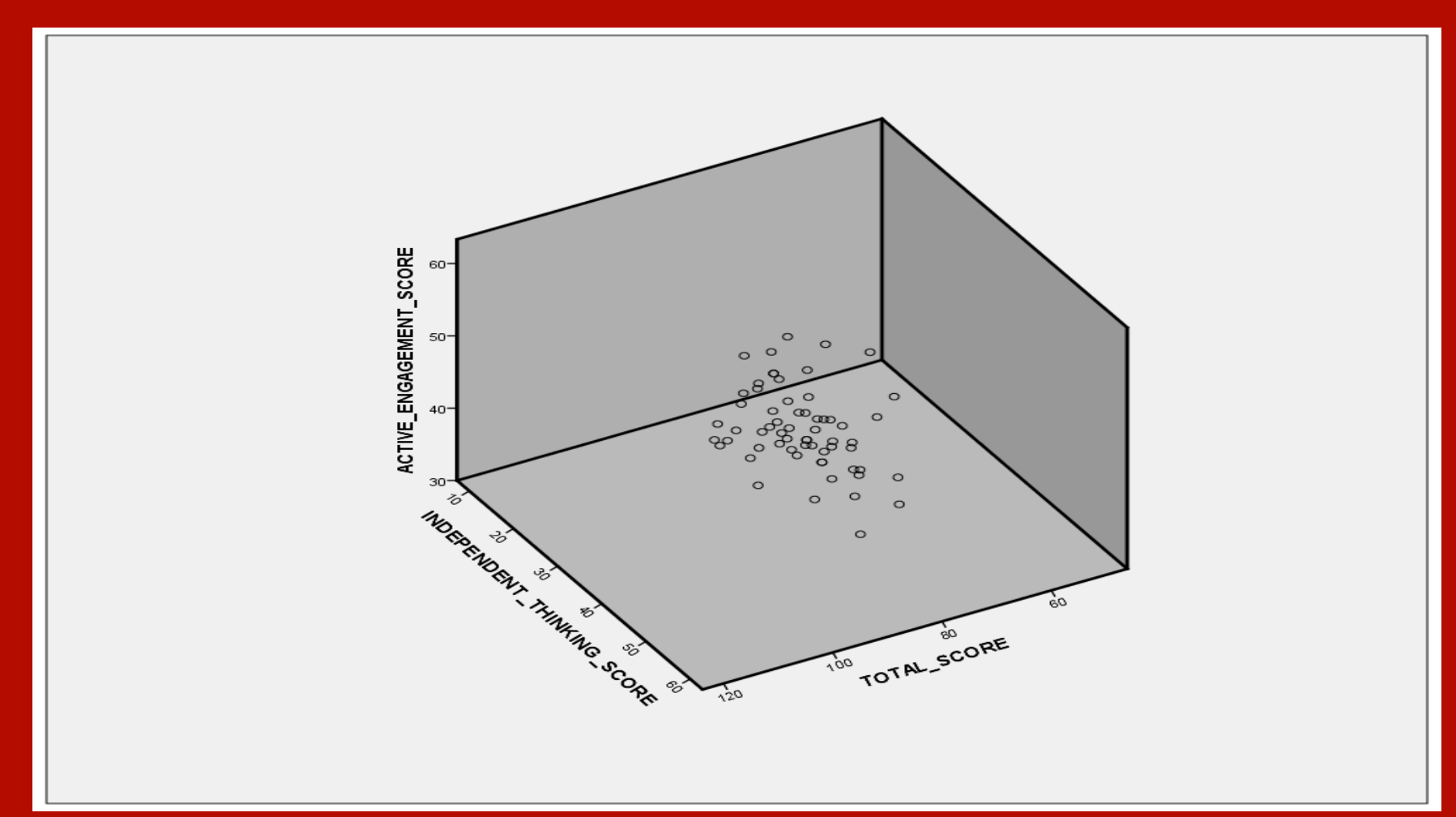
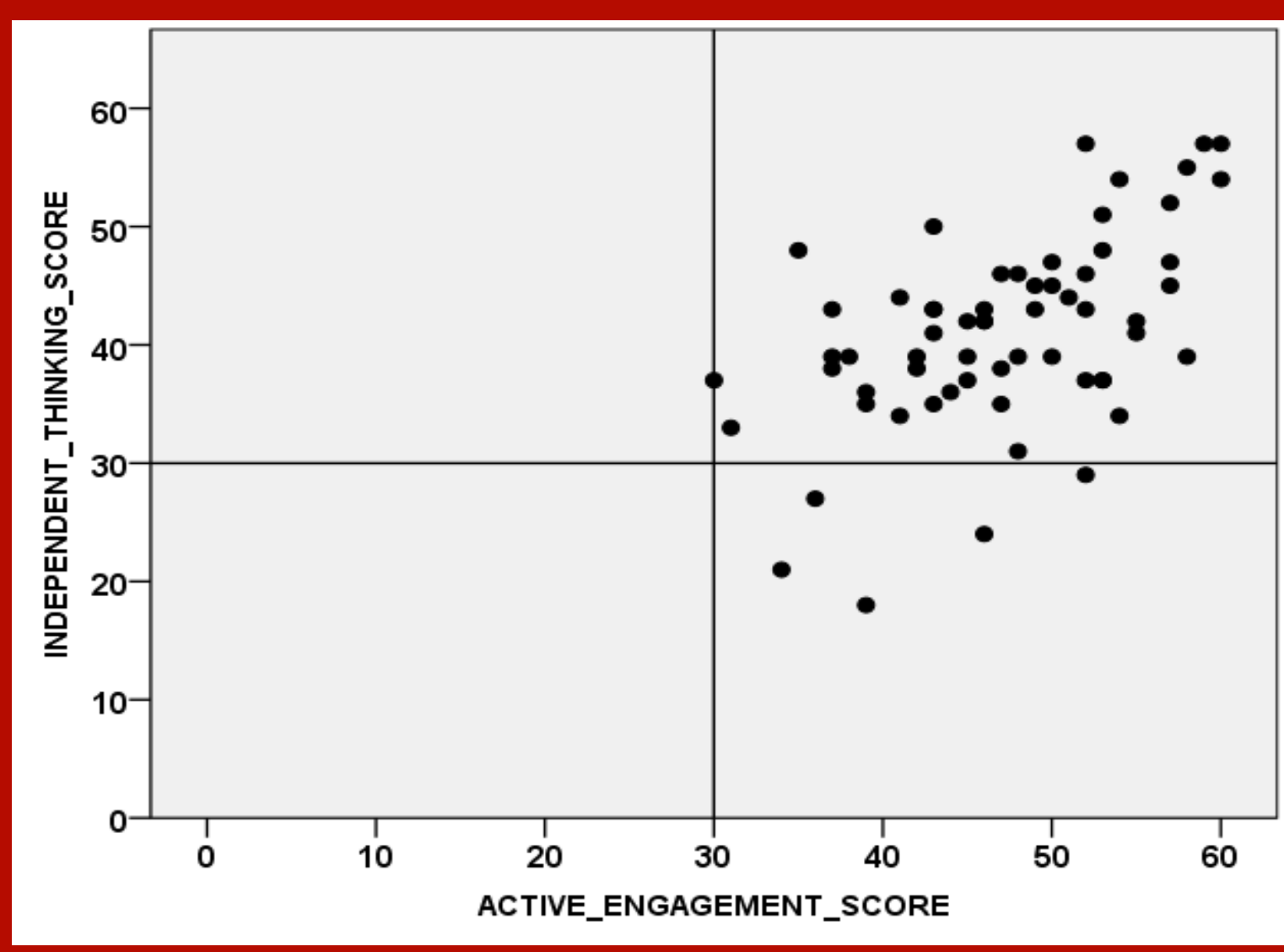
## Planning & Implementation

**Design:** A descriptive study, using a 20-question, 7-point (0-6) Likert-type, validated questionnaire, and a demographic questionnaire were sent electronically..

**Method:** Data collected within Qualtrics SM were exported into Excel 2013 and then into SPSS version 20 IBM. SPSS was then used to create a scatterplot with the 2 axes representing the independent thinking and the active engagement of the participants. Correlations were also conducted using a chi-square automatic interaction detector analysis.

## Discussion and Conclusion:

The results of this project are significant in finding how a population of new nurses respond to questions related to independent thinking and active engagement. These are two hallmark behavioral characteristics of being an effective follower. Discovering that the participants scored higher in independent thinking and lower in active engagement identifies a gap in education and mentoring that needs to be cultivated among new nurses, as well as leaders, to promote an environment that increases engagement.



# A gap was identified within the education and mentoring of new nurses in relation to becoming an effective follower.

## References:

- Boothe, A; Yoder-Wise, P; Gilder, R. (2019). Follow the leader: Changing the game of hierarchy in health care. *NAQ*, 43 (1), 76-83. DOI: 10.1097/NAQ.0000000000000289.
- Kelley, R.E. *The Power of Followership. How to Create Leaders People Want to Follow and Followers Who Lead Themselves.* New York, NY. Doubleday; 1992.

