

## Leadership – What do Members Need

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1. They need a sense of belonging
  - a. A feeling that no one objects to my presence.
  - b. A feeling that I am sincerely welcome.
  - c. A feeling that I am honestly needed for my total self, not merely for my hands and time.
2. They need to have a share in planning the group goals. My need will be satisfied only when I feel that my ideas have had a fair hearing.
3. They need to feel that the goals are within reach and that they make sense to me.
4. They need to feel that what I am doing contributes to human welfare – that its value extends beyond the group itself at some time.
5. They need to share in making the rules of the group – the rules by which we live and work together toward our goals.
6. They need to know in some clear detail just what is expected of me so that I can work confidently.
7. They need to have responsibilities that challenge, that are within the range of my abilities, and that contribute to reaching our goals.
8. They need to see that progress is being made toward goals we have set.
9. They need to be kept informed. What I'm not up on, I may be down on.
10. They need to have confidence in our leader...confidence based upon assurance of consistent fair treatment, or recognition when it is due, and trust that loyalty will bring increased security.

In brief, the situation in which I find myself must make sense to *me*, regardless of how much sense it makes to the leader.