

After reading chapter four I believe that Fielder's belief that people have only one dominant leadership style that cannot be changed is not accurate. While I think individuals may have one particular leadership style that they have developed from their personal attributes and characteristics over time, I still believe individuals are capable of understanding other leadership styles and applying them to their work. In the discussion of time being a deciding factor when choosing leadership styles I believe it is an important factor because situations vary in time and length so leadership style can vary depending on the time available. I think the Global Contingency Theory is a good theory and can be used within agencies to promote growth and change within to keep up with the growth and change of the environment around us. Using this theory in the field could be done by holding workshops on topics such as diversity and inclusion, self-care, etc...