

# The Followership Test

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**The pre-condition to results (the goal of leadership)**

**Followers are people who “do the right thing”**

**Followers must:**

- ▶ Know what to do
- ▶ Know why to do it
- ▶ Know how to do it
- ▶ Have the resources to do it
- ▶ Want to do it
- ▶ Believe leadership supports doing it

**Followers create a chain of leadership –  
‘leadership at every level’**

Source: adapted from Mercer Management Consulting Organizational Performance research, 1996