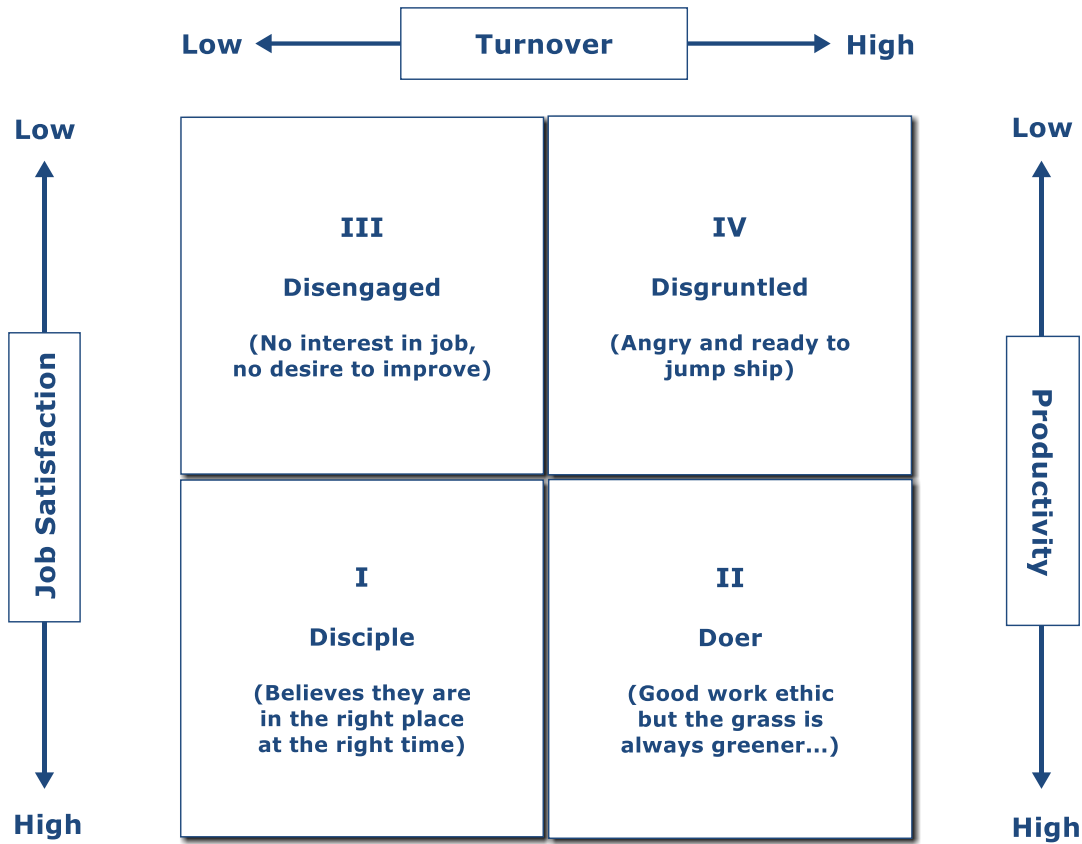


# Tools for Knowledge Workers

## The 4D Followership Model



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This tool was submitted by Rodger Adair when he was an assistant professor at DeVry University. It is a way of thinking about followers, not leaders. After all, having followers is what makes a leader a leader. Four categories of followership are indicated above, derived from the interplay of three factors: Job Satisfaction, Productivity and Turnover. For example, Disciple is a category of employees who have high job satisfaction, high productivity and low turnover. By contrast, Disengaged is a category marked by low Job Satisfaction, low Productivity and low Turnover. For more of what Roger has to say about the 4D Followership Model click [here](#).

