

# Free critical thinking on path-goal theory

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Robert J. House and Terence R. Mitchel developed a theory which they called the path-goal theory. Through their research they concluded that an individual's perceptions are influenced by their leader. The leader is able to motivate his/her subordinates by clarifying goal attainment. As workers would know what is expected out of them they would then be motivated to perform those duties effectively.

In "The benefits of planning really, really ahead" Vickie Elmer talks about how Paul Saginaw was able to grow Zingerman's Delicatessen by his ability to plan for the future. Saginaw has been successful in this business because he had a 15-year plan when he started and he worked accordingly. (Elmer, 2014) However, this could have backfired, as the changing market trends are continuously changing and new competition is arising at a rapid rate.

Setting goals is not always the answer; the goals need to be attainable but not very easy to attain either. The art of setting effective goals need to be mastered by leaders as they are going to be the focal point during the course of a project. Setting goals far into the future need to be flexible so that it incorporates the variances which might occur over the years. Elmer writes about how Saginaw believes that a company's goals and visions are adjustable which does not always hold true.

Furthermore, Saginaw does not take into account the workers perspective. He needs to understand that workers need to be consulted when setting goals, because they are also contributing towards company success. Adding on, the success factor also lies in the leader's ability to accept the flaws and work towards overcoming them.

## References

Elmer, V. (n. d.). The benefits of planning really, really far ahead. Fortune Management Career Blog RSS. Retrieved January 29, 2014, from <http://management.fortune.cnn.com/2014/01/28/vision-writing-zingermans/>

Path-Goal Theory of Leadership. (n. d.). Path-Goal Theory of Leadership. Retrieved January 28, 2014, from [http://changingminds.org/disciplines/leadership/styles/path\\_goal\\_leadership.htm](http://changingminds.org/disciplines/leadership/styles/path_goal_leadership.htm)