

Player Paraphernalia

KNOTTY
WORKS

RE-ENVISIONING
LEADERSHIP
BORN TO FOLLOW

#103

PATHFINDER
ROLEPLAYING GAME COMPATIBLE

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PLAYER PARAPHERNALIA #103

BY THE KNOTTY-WORKS



Welcome to issue one hundred and three of the Player Paraphernalia series, short supplements designed to offer players new options for use with the Pathfinder RolePlaying Game (©Paizo, Inc.). This issue takes a stab at the issue of **Leadership**, its strengths and pitfalls.

RE-ENVISIONING LEADERSHIP

The Leadership feat is often seen as a boon or a bane at the gaming table. In small groups, it effectively allows players to run more than one character to make up the difference, but in larger groups it can slow things down and some may see it as an unfair advantage or it can lead to a veritable small army which can easily overwhelm encounters in the player's advantage. This supplement attempts to address some of these issues as well as present a mechanic that makes leadership viable to everyone as well as introduce elements from Paizo's *Ultimate Campaign*™.

A note on terminology

This supplement attempts to present a cohesive and functional mechanic for handling leadership. As a result, the terminology being used is in reference to this concept which not only includes individuals but locations. Cohorts may be considered devoted to the character's ideals and overall mission. Associates are followers as defined by the **Leadership** feat. However, associates apply more loosely to those willing to assist aid to the character when called upon as defined below. Recruitment is the

process of attempting to convince an NPC or monster to become a cohort or associate. And locale is the physical location where the cohort or associate resides when being recruited.

Leadership as Innate Skill

First, everyone has a leadership score, equal to $\frac{1}{2}$ the character's total class level + the character's Charisma modifier with a minimum leadership score of 0. The character's leadership score determines the total levels of possible associates as well as attracting others that believe in the character and willing to provide aid.

The character's leadership score gains a bonus equal to +1 for every 10 points of fame (maximum of +5) if the Reputation rules from *Ultimate Campaign*™ is used. A negative fame score gains the same bonus (treating the negative fame as positive in regards to calculating the bonus) as long as the character has a ranks in **Intimidate** equal to their total class level.

Ranks in **Bluff**, **Diplomacy**, or **Intimidate** equal to the character's total class level grants a +1 bonus to the character's leadership score (applies for each skill). If the character is chaotic or evil, a -1 penalty is suffered for each aspect that applies. In the same regards, being good or lawful grants a +1 bonus for each aspect that applies. Other bonuses and penalties may apply as listed in the Influence table.



Influence Table

Influence	Modifier
Character has familiar or animal companion (including mounts)	-2
Character has an eidolon or phantom	-4
Character has a spirit	-6
Character already has an active cohort	-2
Character has base of operations in cohort's or associate's locale	+2
Character has base of operations in an area that is not the cohort's or associate's locale	+1
Character moves around a lot	-1
Character offers to pay cohort or associates fair compensation	+1
Character gives gift worth at least 10 gp per class level of the cohort.	+2
Character gives cohort a minor magic item including a +1 weapon, armor, or shield.	+4

If the character cast an [enchantment \(charm\)](#) spell or effect on the individual being recruited, the individual is automatically treated as either a cohort or associate for the duration of the spell. Once the spell wears off, the affected individual is not longer a cohort or associate and if the character attempts to recruit the individual, a -5 penalty to the recruitment check (see below). This penalty may be doubled if the affected individual did something that was not its nature or harmed others.

Bards, Skalds, and Other Social Classes

While characters of any class may attempt to gain a cohort or attract associates, there are certain classes built around the social aspects of play whose leadership and fame benefit their ability to attract others. Any character class that has a class feature that focuses on either the [Diplomacy](#) or the [Perform](#) skill grants bonuses to the character when making leadership checks. Such characters gain a bonus equal to $\frac{1}{4}$ their class level of the relevant socially adept class to their leadership score for the purpose of recruiting cohorts and associates. Also, such characters may also attempt to recruit multiple associates simultaneously while performing for groups. Bards,

skalds, and other such classes may attempt to recruit a number of associates by making a [Perform](#) skill check with a DC of 20. If successful, they may recruit a number of associates equal to their Charisma modifier plus an additional individual for every 5 points over the DC 20 requirement rolled for the check. The maximum number of associates based on the character's leadership score still applies (see below).

Cohorts

Any character may attempt to attract one or more cohorts, though the character may not have more cohorts than their Charisma modifier (minimum of 1) at any one time. The total levels (or HD) of cohorts cannot exceed $\frac{1}{2}$ the character's total class level unless the character has the [Leadership](#) feat.

Attracting a cohort takes time and effort. First, the individual being recruited must have an indifferent or better attitude towards the character. The character may attempt to use [Diplomacy](#) or [Intimidate](#) may be used to influence the attitude of the desired recruit before starting the recruitment process. The character must spend at least an hour with the eligible cohort and try to convince the individual to become a cohort. After the hour, the character makes leadership check with a DC equal to $10 + \frac{1}{2}$ the cohort's class level (minimum of 1) + the cohort's Charisma modifier. Individuals with a helpful attitude during the time of recruitment grant the character a +1 bonus to the leadership check. Characters that use [Intimidate](#) to treat the individual as friendly suffer a -1 penalty to the leadership check. In addition, once the effect of the intimidation wears off, the character must make another leadership check with the same penalties or the cohort leaves the character's service.

When recruiting a cohort of another character (PC or NPC), subtract the leadership score of the other leader from the character's leadership check to recruit the cohort. The same applies while recruiting associates that follow another leader, though only $\frac{1}{2}$ the leadership score of the other leader





is subtracted from the character's leadership check. The character may attempt to recruit an associate as a cohort, gaining a +2 bonus to the leadership check unless the associate was ill-treated by the character.

A character that has been linked to the death of one or more previous cohorts suffers a -2 penalty per known death. This may include death that resulted from the cohort aiding or protecting the character during an encounter. Characters that are known to have caused one or more cohorts to quit due to ill treatment suffer a -1 penalty for each such cohort that stopped following the character.

A successful leadership check indicates that the individual agrees to become a cohort. The GM has final approval for any NPCs. Failing the leadership check indicates that the individual refuses to become a cohort and the individual's attitude worsens by one step for every 5 points by which the character failed the leadership check.

Offering adequate compensation requires offering at least 1 gp per day per class level of the cohort. Alternate—but comparable—compensation may include a percentage of treasure acquired by the character while adventuring (at least 10% + 2% per class level of the cohort is a good benchmark).

Nonstandard Cohort Recruiting

The character may attempt to recruit a magical beast, monstrous humanoid, or even an outsider. The maximum HD that may be recruited as a cohort is equal to $\frac{1}{2}$ the character's total class level (HD includes any class levels the recruit may possess). The leadership check DC is equal to $10 + \frac{1}{2}$ the cohort's total HD (minimum of 1) + the cohort's Charisma modifier. Other modifiers and cohort limits apply. The creature being recruited must have an Intelligence of at least 3 and be able to understand and communicate with character (magical effects may be used to facilitate such communication).



Maintaining a Cohort

Those that agree to become a cohort may expect the character to be financially responsible for upkeep while traveling with the character even if they did not agree to be compensated. Unless other arrangements are negotiated as part of the negotiation, the cohort will expect the character to cover the cost of food and lodging commensurate to their class level.

Losing a Cohort

The character may dismiss a cohort at any time for any reason. However, attempting to recruit that same individual again causes the character's leadership check to suffer a cumulative -2 penalty for each time that individual has been dismissed.

There are also situations in which the cohort may decide to abandon the character as well. At such times, the character must make another leadership check to prevent the cohort from leaving him. If the cohort suffers more than half its hit points in damage in battle on behalf of character, a leadership check must be made after battle with a -2 penalty (-4 if the cohort was reduced to 0 or less hit points). A cohort that was killed and then raised from the dead will automatically be released from the character upon returning to life. The character may attempt to recruit the individual again, but with a cumulative -4 penalty for each time the cohort died on the character's behalf.

Treating the cohort with disrespect including any sort of abuse also requires a leadership check to maintain the relationship. If the abuse was physical, a -4 penalty is applied to the check.

Requesting the cohort to perform an act that would run counter to its own sense of morals or ethics, especially if it is opposed by the cohort's alignment, automatically requires a new leadership check. Penalties from -1 to -5 may be applied depending on the severity of the schism between the request and the cohort's alignment or conscience as deemed necessary by the GM.

Other situations may also require a leadership check based on GM discretion.

When a cohort chooses to leave a character's service, it may do so immediately or wait until the situation presents itself to extricate itself from the character. Once a cohort has chosen to leave a character, the cohort is considered a normal NPC under the GM's direct control.

Cohort Progression

The cohort is not counted as a party member while traveling with the character and partaking in combat or other events that award XP. Rather, the cohort gains XP equal to a fraction of the character's awarded XP by taking $\frac{1}{2}$ the cohort's class level (or total HD) and dividing it by the character's level and multiplying it by the character's XP reward. A cohort gains all the benefits of the new level, but if the new class level exceeds the total cohort class (HD) level allowed by the character, the cohort is immediately lost. The character may attempt to recruit the cohort at a later time, but with the normal penalties associated with re-recruiting individuals.

Cohorts and Reputation

Cohorts can impact the character's fame if the Reputation and Fame rules are used from Ultimate CampaignTM as listed in the table below.

Cohort Fame Modifiers

Event or Situation	Fame Modifier
Each humanoid cohort successfully recruited by the character.	+1
Each cohort that is not humanoid.	-1
Each cohort with bard class levels.	+2
Each cohort death attributed to the character.	-2
Each cohort that left the character due to unfavorable circumstances.	-1
Character kills cohort.	-4
Character fails to recruit a potential cohort.	-1*

* This penalty is temporary, lasting one day per class level (or HD) of recruit that rebuffed the character. However,



these penalties do stack if the character attempts to recruit multiple individuals while being so penalized.

Associates

Associates can be followers, or they may be trusted contacts willing to aid the character in nearly any type of situation. This terminology is changed to reflect that characters don't necessarily have to have a constant throng of individuals following blindly at their side.

Associates are recruited in the same fashion as cohorts, requiring a leadership check to gain the recruit's trust and willingness to be an associate. The same DC applies when attempting to successfully recruit a cohort, though the time may be reduced to 10 minutes rather than an hour. As with cohorts, only those whose attitude is indifferent or greater may be recruited, and the character may use any relevant Charisma based skill in an attempt to change the attitude for the better. Those that attempt strong arm an individual through the Intimidate skill suffer a -2 penalty to the leadership score and once the intimidation wears off, another leadership check is required to keep the associate.

Where the total cohort levels (or HD) is tied to the character's total class levels, associates are based upon the character's leadership score as given in the Leadership table used for the Leadership feat description in the Pathfinder Roleplaying Game Core RulebookTM as represented here.

Associates may be considered passive or active followers of the character. Passive associates will generally not travel with the character, but the character may call upon the associate for aid when in the associate's locale. Active associates are willing to travel with the character in some sort of support role. Note that being an active or passive associate does not necessarily imply the willingness to dive into battle for the character. Active associates may be willing to handle assigned tasks, such as taking care of the character's possessions, providing services, etc.

Leadership Followers By Level

Leadership Score	Number of Followers By Level					
	1 st	2 nd	3 rd	4 th	5 th	6 th
9 or less	–	–	–	–	–	–
10	5	–	–	–	–	–
11	6	–	–	–	–	–
12	8	–	–	–	–	–
13	10	1	–	–	–	–
14	15	1	–	–	–	–
15	20	2	1	–	–	–
16	25	2	1	–	–	–
17	30	3	1	1	–	–
18	35	3	1	1	–	–
19	40	4	2	1	1	–
20	50	5	3	2	1	–
21	60	6	3	2	1	1
22	75	7	4	2	2	1
23	90	9	5	3	2	1
24	110	11	6	3	2	1
25 or higher	135	13	7	4	2	2

Offering adequate compensation to an associate is equal 1 sp per day per class level of the active associate while passive associates may expect some sort of compensation for services rendered (though this may be half of the standard cost of the service).

Associates may be of any class, but they do not gain XP while servicing the character and do not gain levels while in service to the character. Associates may gain XP independantly as granted by the GM, in which case they may no longer be associated with the character depending on the character's current number of associates and class levels granted based on their leadership score.

Nonstandard Associates

The character may attempt to recruit a non-humanoid creature whose Intelligence is at least 3 or greater and has the ability to understand the character and possess the free will to accept the bond of association. Use the creature's HD as its effective character level. Thus, creatures with more than 6 HD cannot be recruited as an associate. The DC required to successfully recruit a





monstrous associate is the same as that for attempting to recruit a monstrous cohort.

Associates Coming and Going

Associates may require some level of upkeep in a similar fashion to cohorts, especially those that actively follow the character. While the expectations are not the same as the cohort in regards to food and lodging, some minimal level is expected (even if the associate is compensated).

The character may relieve an active associate of their services at any time, though the same penalties apply if the character attempt to recruit that same associate again. In addition, if the character attempts to recruit other associates in the same locale where the last associate was dismissed, there is a cumulative -1 penalty applied to the character's leadership score in the recruitment process for each associate dismissed. This penalty is temporary, lasting only for a week after the last associate being dismissed.

Passive associates may also be dismissed, though the character must either do so in person or through some sort of correspondence to the associate being released. The same penalties apply in regard to recruiting the same individual again or attempting to recruit others in the same locale.

Associates that are treated poorly may require another leadership check to keep their loyalty and association. The same situational events that may cause another leadership check to retain a cohort also applies to associates as well.

Loyalty

Leadership assumes loyalty to some degree. A cohort or associate facing a situation where loyalty may come into question may rely on the character's leadership score to resist performing any disloyal acts. As listed above for recruiting cohorts, if someone else attempts to recruit an associate or cohort, the character's leadership score is



Loyalty Table

Condition	Modifier
Each full week the character has been absent.	-1
Character owes associate or cohort money, service, or favor.	-1
Associate or cohort owes character money, service, or favor.	-2
One aspect of character's alignment opposes the associate's or cohort's alignment.	-1
Both aspects of the character's alignment opposes the associate's or cohort's alignment.	-2
Character has mistreated the associate or cohort	-4

used to modify the tempter's leadership check.

A cohort or associate that is coerced or tricked into acts that would be disloyal to the character may use the character's leadership score in place of any other skill used to determine a required DC or an opposed skill check unless the associate's or cohort's own score would be higher. The character's leadership score may be modified by several factors as listed in the Loyalty Table in regards to loyalty checks.

LEADERSHIP FEATS

The following feats may be used to enhance the leadership mechanic presented in this supplement.

Brilliant Mentor

You're intelligence seems to attract others.

Prerequisite: Intelligence 15+.

Benefits: You use your Intelligence modifier in place of your Charisma when calculating your leadership score.

Leadership

You have the extraordinary ability to attract the devotion and loyalty of another.

Prerequisite: Character level 7th.

Benefits: Your leadership score is equal to your character level + your

Charisma modifier when attempting to recruit a cohort. You may recruit a total level (or HD for nonstandard cohorts) of cohorts equal to your level -2, though the limitation to total number of Cohorts possible based on your Charisma modifier still applies. Cohorts also gain more XP, taking a percentage of your reward multiplied by their class level divided by your class level.

Normal: The leadership score is $\frac{1}{2}$ your class level + your Charisma modifier and the total levels (or HD) of cohorts is limited to $\frac{1}{2}$ of your total class levels).

Seasoned Hand

You are wise beyond your years when it comes to your skills of leadership.

Prerequisite: Wisdom 15+.

Benefits: You use your Wisdom modifier in place of your Charisma when calculating your leadership score.

Speaker to the Masses

You are an orator of remarkable persuasion.

Prerequisites: Leadership feat, Charisma 15+, Perform (oratory) 5 ranks.

Benefit: You can use your oration to attempt to recruit multiple associates at one time as if you possessed class levels as a bard, skald, or other socially adept class, using your total class level as your effective class level for the effect.

Unnaturally Charismatic

You seem to have the knack to bond with others quite easily.

Prerequisites: Leadership feat, Character level 10th.

Benefits: You treat your leadership score equal to your class level + your Charisma modifier in regards to the number of associates you may recruit at any one time. For every point your leadership score reaches beyond 25, you add 10 more 1st level associates, 4 2nd level associates, 2 3rd level associates, and 1 additional 4th level associate.



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