

Five Leadership Styles



Style	Sub-Style	Imagines	Example Quote
Transactional	Authoritarian	<i>Do what I tell you, dictates actions & results, empathy is absent</i>	<i>"Just follow the procedures and do as I say."</i>
	Bureaucratic	<i>Believes in hierarchy, follow the procedures, directive to align with policy</i>	
	Transactional	<i>Focuses on order, discipline, and quick compliance; decisions are made by the leader with an emphasis on rules and accountability.</i>	
Director	Visionary	<i>Embraces vision, wants to accomplish projects together, strategic thinker, directs people to align to mission</i>	<i>"Let's rally together and achieve our vision."</i>
	Pacesetter	<i>Fast/deep thinker, leads people to their requirements & to rise to their standards, may spend time developing tasks</i>	<i>"I will help you thrive so we succeed together."</i>
Harmonizer	Transformational	<i>Progress only happens with change, listener, desires to connect people and mission – likely to happen over long period of time</i>	<i>"Your well-being matters—let's look out for one another."</i>
	Coaching	<i>Listens, does not provide many answers, but spends time with asking deep questions, wants to resolve conflicts to work well</i>	
Nurturer	Affiliative	<i>People first, mission always, listener & wants to partner</i>	<i>"Let's rally together and achieve our vision."</i>
	Selfless	<i>I will meet your needs, listener & eager to help you grow</i>	
Delegator	Democratic	<i>I listen to your ideas, builds consensus but makes decisions that benefit the organization, doesn't want to offend anyone, may take excessive time to make a decision</i>	<i>"What are your ideas? Let's decide and work on this as a team."</i>
	Laissez-faire	<i>Trust is the path to success, often introverted, lets others talk first, follows experts, may hide in office to avoid conflict</i>	

***Adaptive Leadership (or Situational Leadership) is a flexible approach that emphasizes adjusting your style to fit the unique needs of your team and the demands of each situation.**