

## **Leadership Styles**

There are many different leadership styles. Different styles work in different situations. A team will be a stronger with a variety of different leadership styles.

Take the quiz below to help you find out what leadership style you are more inclined to follow.

### Leadership Style Quiz

Circle the response that reflects your first reaction. There is no right or wrong answer.

| As a leader, I tend too                    | Always | Often | Sometimes | Never |
|--|--------|-------|-----------|-------|
| 1. Make my own decisions.                  | 4      | 3     | 2         | 1     |
| 2. Tell others what to do.                 | 4      | 3     | 2         | 1     |
| 3. Suggest a decision to others.           | 4      | 3     | 2         | 1     |
| 4. Persuade others to do things my way.    | 4      | 3     | 2         | 1     |
| 5. Participate just like any other person. | 4      | 3     | 2         | 1     |
| 6. Provide resources to others             | 4      | 3     | 2         | 1     |
| 7. Gather others feedback before deciding. | 4      | 3     | 2         | 1     |
| 8. Rely on my own judgment.                | 4      | 3     | 2         | 1     |
| 9. Make sure the majority rules.           | 4      | 3     | 2         | 1     |
| 10. Turn decision over to others.          | 4      | 3     | 2         | 1     |
| 11. Ask others to brainstorm choices.      | 4      | 3     | 2         | 1     |
| 12. Share my own ideas.                    | 4      | 3     | 2         | 1     |

Add the numbers together from the following set of questions. The highest number will show what leadership style that seems natural for you. You should strive to understand different leadership styles and thinks of ways you might use them for different situations.

Add the numbers you circled Total Leadership Style for the following questions

Question 1, 2, 4, 8      \_\_\_\_\_ Autocratic

Question 3, 7, 9, 11      \_\_\_\_\_ Participative

Question 5, 6, 10, 12      \_\_\_\_\_ Delegative (Free Rein)

Question 1, 5, 4, 10      \_\_\_\_\_ Situation

### **Authoritarian Leadership (Autocratic)**

Authoritarian leaders, also known as autocratic leaders, provide clear expectations for what needs to be done, when it should be done, and how it should be done. There is also a clear division between the leader and the followers. Authoritarian leaders make decisions independently with little or no input from the rest of the group. Researchers found that decision-making was less creative under authoritarian leadership. Lewin also found that it is more difficult to move from an authoritarian style to a democratic style than vice versa. Abuse of this style is usually viewed as controlling, bossy, and dictatorial.

Authoritarian leadership is best applied to situations where there is little time for group decision-making or where the leader is the most knowledgeable member of the group.

### **Participative Leadership (Democratic)**

Lewin's study found that participative leadership, also known as democratic leadership, is generally the most effective leadership style. Democratic leaders offer guidance to group members, but they also participate in the group and allow input from other group members. In Lewin's study, children in this group were less productive than the members of the authoritarian group, but their contributions were of a much higher quality.

Participative leaders encourage group members to participate, but retain the final say over the decision-making process. Group members feel engaged in the process and are more motivated and creative.

### **Delegative (Free Rein) Leadership**

Researchers found that children under delegative leadership, also known as laissez-fair leadership, were the least productive of all three groups. The children in this group also made more demands on the leader, showed little cooperation and were unable to work independently.

Delegative leaders offer little or no guidance to group members and leave decision-making up to group members. While this style can be effective in situations where group members are highly qualified in an area of expertise, it often leads to poorly defined roles and a lack of motivation.

### **Situational Leadership**

In situational leadership, three factors affect the leader's decisions: the situation, the capability of the followers and the capability of the leader. The leader adjusts to whatever limitation is laid out in front of him by his subordinates and the situation itself. Adaptability is key here. The leaders need to be as dynamic as the different situations they are faced with.