



Leadership Styles

Style	What it looks like	What it sounds like	When it works best
Affiliative	People first	<i>"Why don't you work on it together?"</i>	When the relationship(s) is more important than the outcome
Autocratic	Top-down decision-making	<i>"Here are your goals. Here is how you need to reach them."</i>	Structured, consistent work
Coaching	Leader facilitating; staff deciding	<i>"What do you want to see happen?"</i>	Growth, problem-solving, decision-making
Commanding	Directive; non-negotiable	<i>"You need to do what I say."</i>	In crisis; with ethical / legal non-negotiables
Democratic	Collaborative decision-making	<i>"Let's decide together."</i>	When there is flexibility / multiple ways to proceed
Laissez-faire	Hands off	<i>"Do what you think is best. I trust you."</i>	When staff are highly competent
Pacesetting	Leading by example	<i>"Do as I do."</i>	Setting / maintaining expectations and boundaries
Servant	Staff at the center	<i>"What do you need from me?"</i>	With staff who do not need much additional support or oversight
Transformational	Group focus on organizational growth	<i>"How do we fulfill our mission?"</i>	Strong staff buy-in to organizational mission
Visionary	Setting the course	<i>"Follow me!"</i>	When setting overarching goals