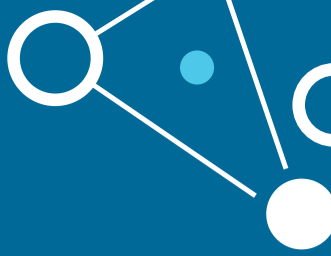# Leadership Styles

Approaches an individual can use to lead others

In golf, a person has several clubs that can be used depending on where they are on the course. The leadership styles presented here resemble metaphorical golf clubs (Goleman, 2000). An individual can use **six basic styles** or approaches when leading others. Each of these styles has benefits and drawbacks depending on the context. Skilled individuals will intentionally choose the appropriate style for the situation. To learn more, check out the references below, and if you want to see some of these in action, check out the movie clips!

1 Share your vision (Visionary)

They have a strategy in mind and are comfortable asserting their viewpoint and thoughts. And while this can feel comforting for the followers, this style can sometimes leave little space for the voice of others.

2 Teach and Coach (Coaching)

Leaders who use a coaching style share their expertise with others. They pause, slow down, and take the time to guide others and while it's highly personalized, it can take too much time.

3 Yell, tell, and the hard sell (Directive)

This is the most high-risk leadership style because it can alienate others, cause hard feelings, and disengage individuals who do not feel a part of the process. On the flip side, it can be expedient in an emergency or may be appropriate under time stress.

4 Listen and engage others (Participative)

This style is practical when the leader needs a high level of buy-in from the group. And while there are many positives, the style can take too much time and stall progress if the leader tries to please everyone.

5 Energize and push (Pacesetting)

A pacesetting leader defaults to "raising the heat" – perhaps too often, which can be exhausting for followers. On the positive side, this approach can spark movement and progress when groups settle into a slow-moving pace or a low energy level.

6 Affiliative

A leader using this style focuses on people, leads through relationships, and focuses on harmony amongst the team. These leaders often have a committed band of followers, but a leader who defaults to this style may avoid conflict, play favorites, or get "too close" and struggle to make tough decisions.

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1. Blanchard, K., Zigarmi, P., & Zigarmi, D. (1985). Leadership and the one-minute manager. New York, NY: Morrow.
2. Goleman, D. (2000) Leadership that gets results. Harvard Business Review, March-April, 78-90.
3. Vroom, V. H. (2000). Leadership and the decision-making process. Organizational Dynamics, 28(4), 82-94.

Leadership at the Movies
1. Apollo 13 (1995) - A New Mission Scene - https://www.youtube.com/watch?v=XLMDSjCzEx8
2. Hidden Figures (2017) - You Are The Boss - https://www.youtube.com/watch?v=VK3FEEfcLxw

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