

Types of Leadership Styles in Management

- ▶ Leadership style directly impacts team performance, engagement, and retention
- ▶ Explore eight core styles, from autocratic to situational
- ▶ Debunk the "one best style" myth and learn situational flexibility
- ▶ Gain a self-assessment framework for immediate application



Defining Leadership Style

- Observable behavior: how leaders decide, communicate, direct work
- Style is behavior, not personality—it can be learned and adjusted
- Differs on control, team involvement, and feedback
- Behavioral flexibility enables leaders to adapt to any situation



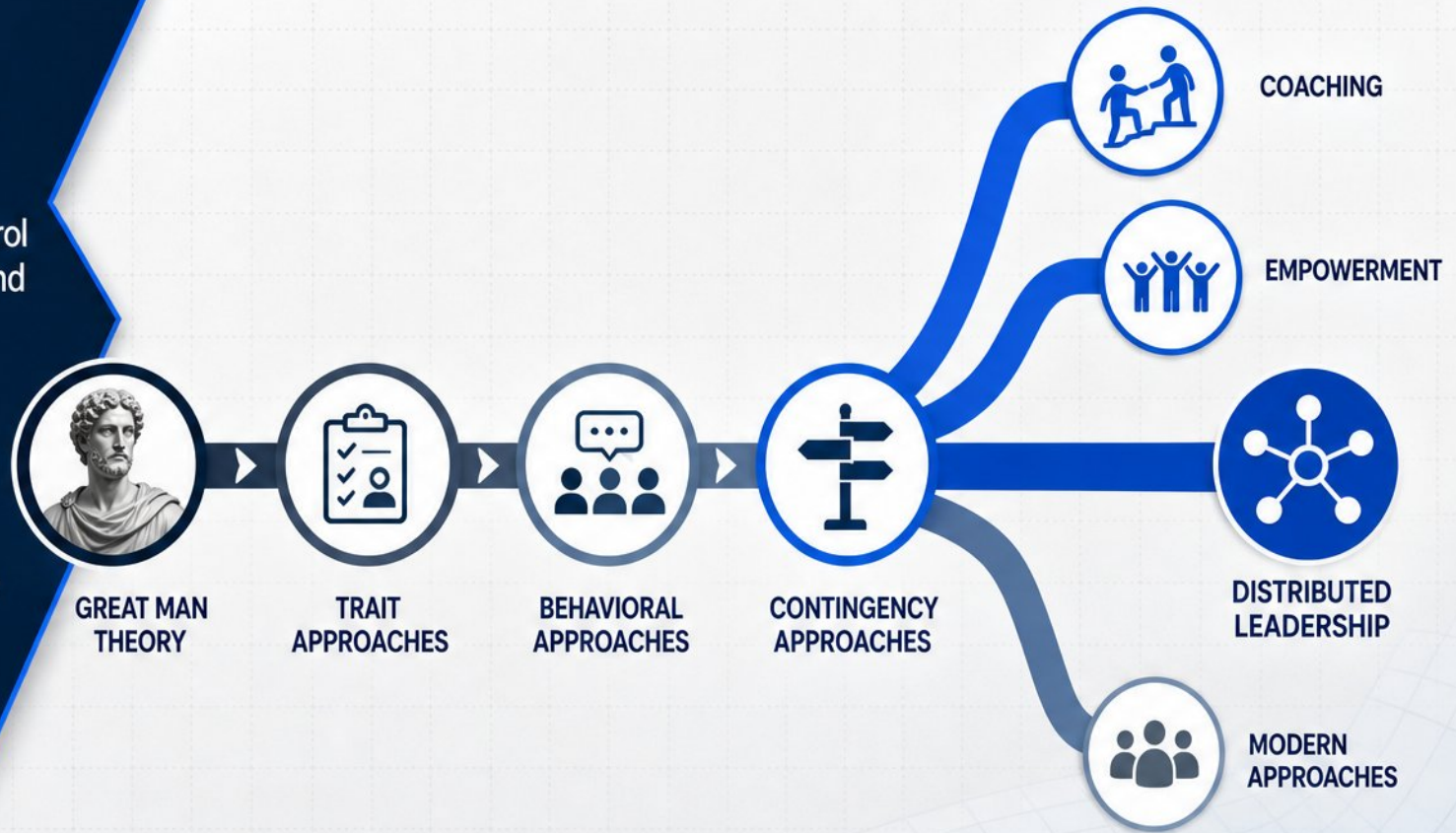
Why Leadership Style Matters

- Managers drive most of the variance in employee engagement
- Engagement links leadership style to team performance
- Poor style fit increases turnover and quiet quitting
- Engaged employees show higher discretionary effort



Background: The Evolution of Leadership Theory

- From Great Man theory to trait, behavioral, contingency, and modern approaches
- Shift from command-and-control to coaching, empowerment, and distributed leadership
- Focus on leader–follower relationships and situational adaptability
- No single style works in every situation—context is key



Core Leadership Styles Managers Should Know



- **Autocratic:**

leader decides; fast in crisis, but can suppress input



- **Democratic:**

team involved; builds buy-in, yet slower



- **Laissez-faire:**

high autonomy; suits experts, risks absence



- **Transformational:**

inspires through vision; drives change



- **Transactional:**

rewards & structure; limits initiative



- **Servant:**

team-first; builds trust, may avoid hard calls



- **Coaching:**

develops via questions; time-intensive

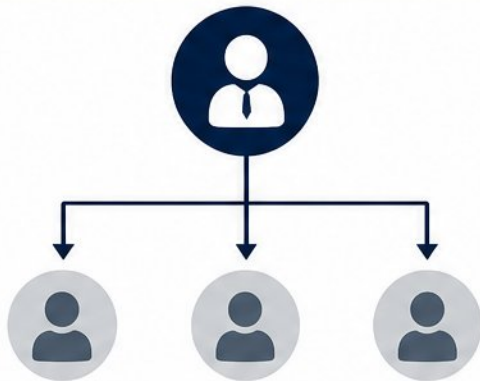


- **Situational:**

adapts to readiness; needs self-awareness

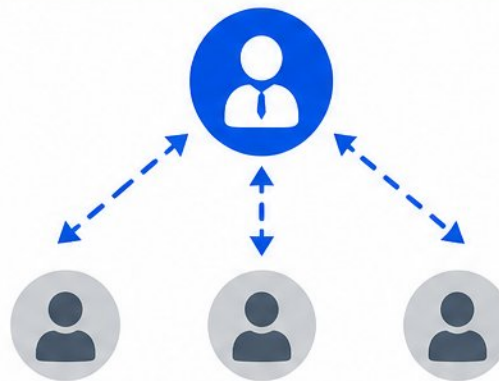
Autocratic, Democratic, and Laissez-Faire Styles

Autocratic



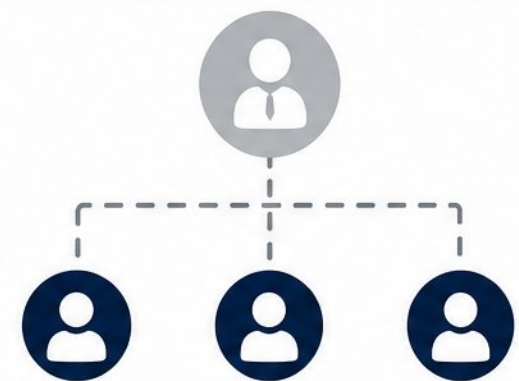
- Autocratic: leader decides alone; fast and clear, but can suppress input

Democratic



- Democratic: team input, leader decides; builds buy-in but slows decisions

Laissez-faire



- Laissez-faire: broad delegation; empowers experts, but risks becoming absence

CONTROL SPECTRUM



More Control by Leader

More Freedom for Team

Transformational, Transactional, and Servant Styles



- Inspires through vision and meaning; drives change, but may lack execution discipline



- Governs through rewards and consequences; creates structure, but can limit initiative



- Puts team needs first; builds trust and morale, but may avoid hard calls



Coaching and Situational Leadership

- Coaching develops people through questions and feedback; builds capability but is time-intensive
- Situational leadership adapts style to each person's task-specific ability and willingness
- Four moves: directing, selling, participating, and delegating



Strengths and Limitations of Each Style

- **Autocratic:** fast, clear decisions; risks low engagement and stifled input
- **Democratic:** builds ownership and quality; can slow decisions and stall
- **Transformational:** inspires change and commitment; can lack execution discipline
- **Servant:** builds trust and morale; may avoid difficult calls
- No style is universally good or bad—match style to context



Matching Leadership Style to Context



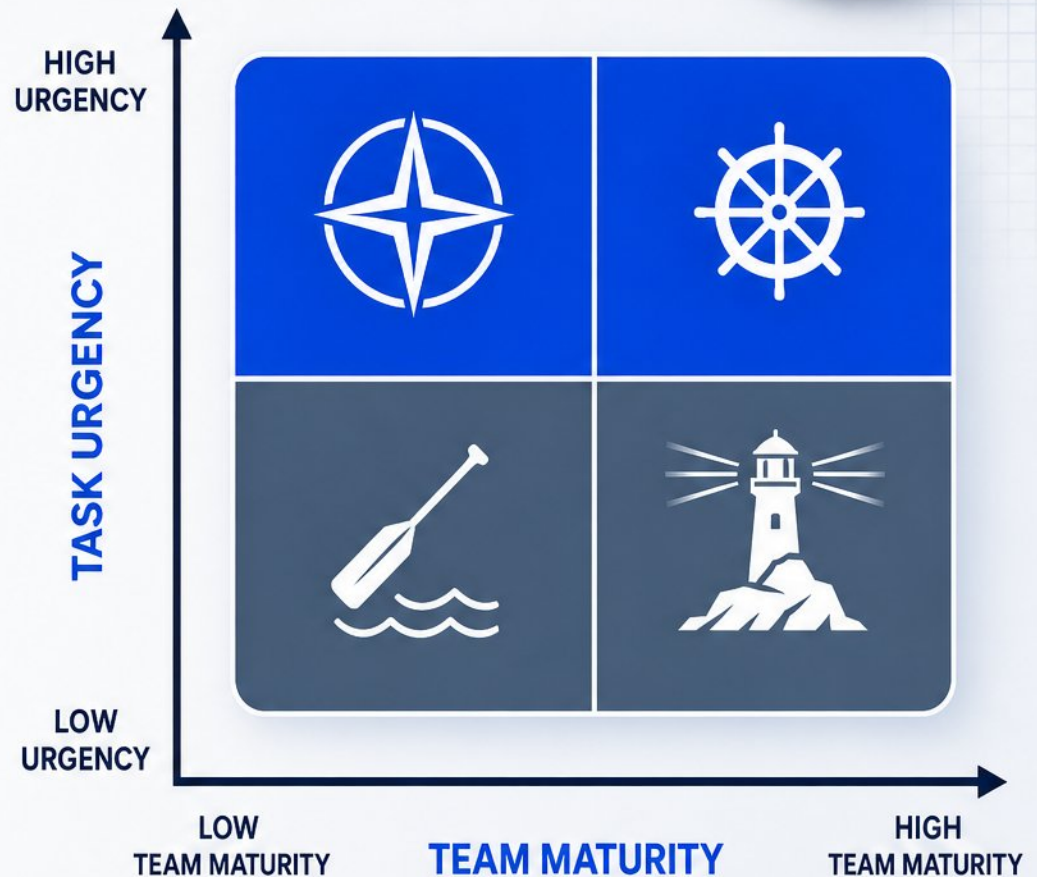
- Assess team maturity, task urgency, risk level, and culture



- Use situational and contingency frameworks for deliberate choices



- Common mismatches erode team morale and output



Self-Assessment: Identifying Your Default Style



- Ask reflective questions to surface your dominant style



- Compare your intended style with team perceptions



- Watch for gaps: delegation, feedback, and control



- Use 360-degree feedback and observation to increase self-awareness



Adapting Your Approach in Real Work Situations



Know your default style and read the room



Flex your style deliberately, matching direction and support to each person's needs



Communicate style shifts openly with your team to maintain trust



Stay authentic to your values while adjusting how you show up

BEFORE

Directive & Distant



AFTER

Adaptive & Connected



Common Challenges and Pitfalls

- Overusing a preferred style when the situation demands change
- Confusing democratic leadership with avoiding decisions
- Extreme styles risk burnout, micromanagement, lack of accountability
- Address team resistance openly and adjust your approach



Case Scenarios, Action Planning, and Key Takeaways



- Review scenarios: choose the right style, justify your choice



- Apply situational leadership: diagnose ability and willingness, then adapt



- Test one small behavior change in the next work cycle



- Feedback, reflection, and 360° input sharpen self-awareness



SCENARIO



MY ACTION PLAN



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