

The Four Major Styles of Leadership – Plusses and Minuses

Autocratic Leadership Style

Telling others what to do without any input from them

Positive Aspects

- Saves time
- Can decide quickly (relies on only one decision-maker)
- Provides clear direction
- May potentially avoid conflict
- Team members can focus on performing specific tasks without worrying about making complex decisions

Potential Negative Aspects

- Fosters low employee morale and engagement
- Doesn't bring in multiple points of view
- May lack big-picture perspective
- Lacks consensus/team ownership
- Deprives employees of learning opportunities

Bureaucratic Leadership Style

Establishing step-by-step procedures to help the team achieve a goal

Positive Aspects

- Easy to follow
- Process-driven, simple, minimizes errors
- Allows for quick decision-making
- Provides clarity of direction
- Results in fewer arguments; can reach solutions more quickly
- Provides clarity of roles
- Offers better risk control
- Operates at a high-quality level
- Avoids redundancy

Potential Negative Aspects

- Easy to get bogged down and not see the big picture
- Maintaining status quo; not selfimproving
- Proves less motivating for team members
- Offers limited perspectives
- Results in less innovation/creativity
- Doesn't build relationships
- Offers little variety in thoughts/solutions
- Involves less development learning
- May be too rigid; team may be too wed to process

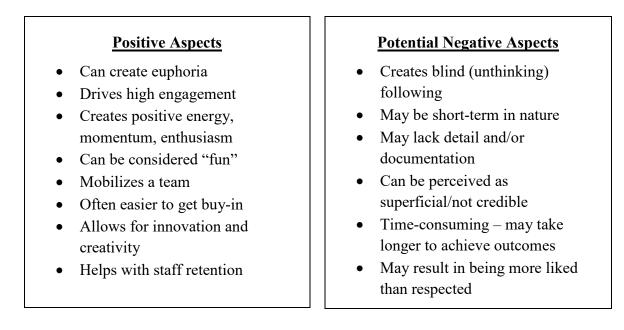
BRENDA BENCE

Can be enjoyable

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Charismatic Leadership Style

Using your own personal energy and enthusiasm to motivate team members



Democratic / Participative Style of Leadership

Making decisions after having asked team members for input

Positive Aspects	Potential Negative Aspects
• Drives employee engagement,	• Time-consuming / slow
builds a team, helps individuals	• Consensus may not be reached in
learn and develop	the end
• Often results in higher job	May appear directionless
satisfaction	• May lack a sense of ownership
Gets team involved	(the effect of groupthink)
• Allows for gathering of many	Possibility for inconsistent
different opinions	outcomes
Accesses expertise	• May lack accountability; the buck

• May lack accountability; the buck doesn't stop at any one specific individual