

leadership styles

(lɪˈdər-ʃɪp stɪlz)

v. the different ways you can lead – the good and not so good

Four effective leadership styles are listed here along with their ineffective counterparts. Which one best describes your leadership style? Think of ways to try out different styles!

Directing (effective) – Gives people clear directions when they are inexperienced or new to their responsibilities. Provides complete explanations and honest appraisals of consequences. Gives people the information they need to do their jobs. Offers advice when it is requested and helps people avoid negative consequences with frequent feedback.

Dominating (ineffective) – Taking control when it is unnecessary, interrupting the efforts of followers, and overriding initiatives.



Problem Solving (effective) – Has systematic approach to identifying problems, clarifying goals, generating alternatives, choosing the best solution, building an action plan, and monitoring implementation. Seeks input from others and listens to people's concerns.

Overinvolving (ineffective) – Seems to meet for the sake of meeting, discusses issues but does not listen, and involves people but produces no action.



define yourself. get involved.





Developing (effective) – Assists members of the group when they need support with decision making. Provides information or opinions but stresses that the responsibility for decision making is still with group member. Encourages people to discuss problems openly to develop members to assume responsibility.

Overaccommodating (ineffective) – Focuses on relationships for their own sake. Tries to be liked by everyone and to keep everyone happy. Agrees with anything and bends over backwards to be supportive, even when the requests are inappropriate or do not make sense.



Delegating (effective) – Empowers members of the group to make decisions and take action in areas where they have expertise and are motivated to follow through. Communication is limited to receiving periodic progress reports and providing renewed confidence in member's work.

Abdicating (ineffective) – Perceived as losing accountability. Blamed for dumping responsibilities if members lack the knowledge or ability to complete delegated projects. Members become frustrated by the lack of support and ambiguity.



References:

Beck, J.D.W. and Yeager, N.M. (1994). The leader's window. John Wiley & Sons, Inc.: New York.



define yourself. get involved.

Office of Student Activities ★ www.getinvolved.wustl.edu