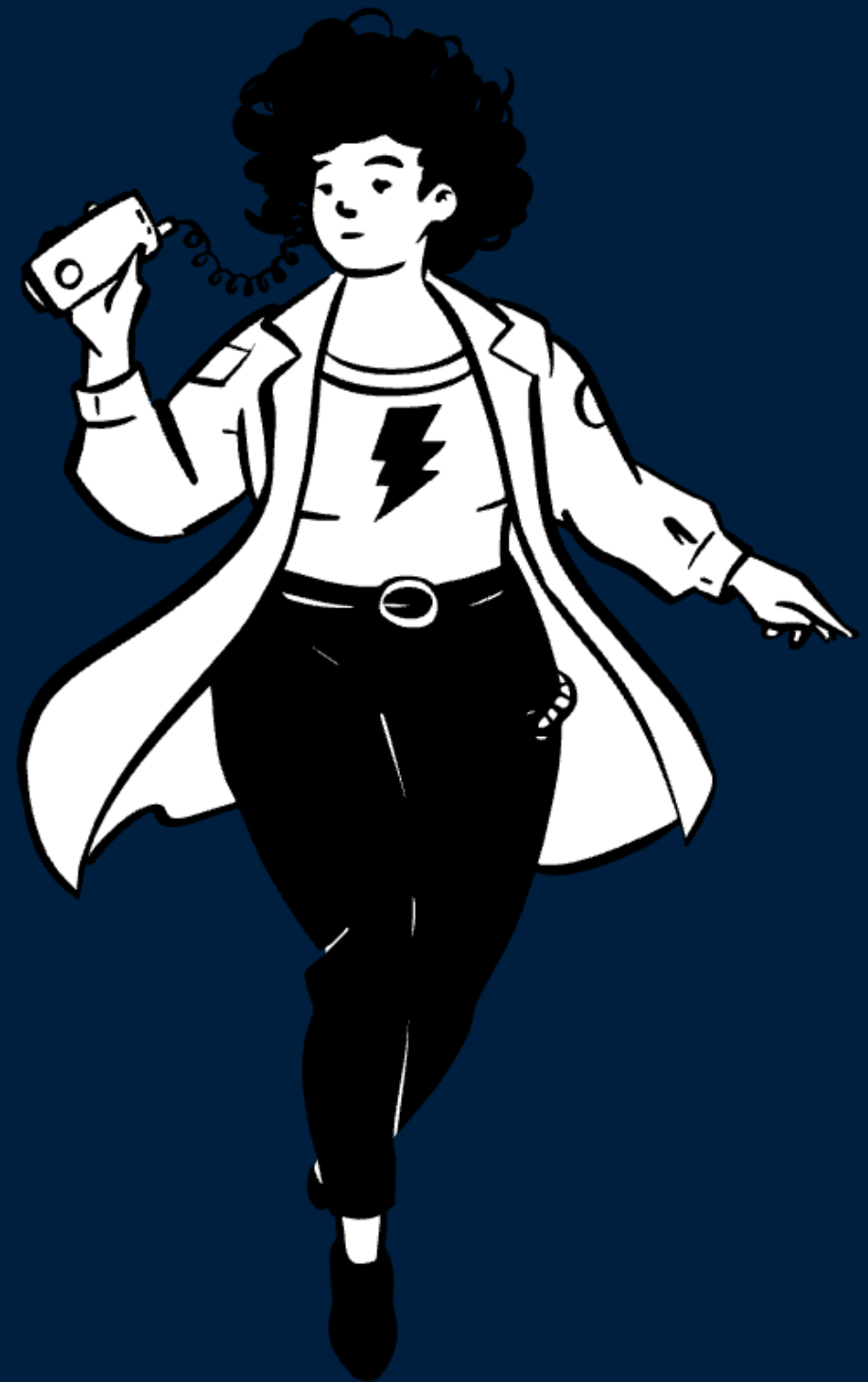


6 leadership styles executives use



Jenny Herald

The research comes from Hay/McBer.

It was based on a random sample of 3,871 executives selected from a database of more than 20,000 executives worldwide.

According to their research, there are 6 distinct leadership styles.

Leaders who have the best results don't stick with 1 leadership style.

In a given week, an effective leader will use most of these styles seamlessly and in different measure based on the situation.

**Here are the 6
leadership styles
they use.**

1. THE DIRECTIVE STYLE

Primary objective – immediate compliance

This style is most effective...

- with straightforward tasks;
- in crisis situations;
- when deviations from compliance will result in serious problems;
- or when all else has failed.

2. THE VISIONARY STYLE

Primary objective – providing long-term direction and vision

This style is most effective...

- when a new vision or clear direction and standards are needed;
- the leader is perceived to be the “expert” or “authority”;
- and when there are new employees in need of guidance.

3. THE AFFILIATIVE STYLE

Primary objective – creating harmony and avoiding conflict

This style is most effective...

- when used with the Visionary, Participative, or Coaching styles;
- giving personal help;
- and in getting conflicting groups to work together.

4. THE PARTICIPATIVE STYLE

Primary objective – building commitment and generating new ideas

This style is most effective...

- when employees are competent;
- when employees must be coordinated;
- and when a leader is unclear about the best approach.

5. THE PACESETTING STYLE

Primary objective – accomplishing tasks to high standards

This style is most effective...

- when employees are highly motivated;
- when managing individual contributors;
- and in making the organization move fast.

6. THE COACHING STYLE

Primary objective – long-term professional and personal development of team members

This style is most effective...

- when employees acknowledge a discrepancy between their current level and where they would like to be;
- when employees are motivated to take initiative on their professional development.

**Here are some
things to
consider.**

DO THIS.

Pull from a wide range of styles to match the needs of your particular situation.

NOT THIS.

Don't rely on one or two styles to deal with all situations.

ASK YOURSELF:

- What does this situation require of me?
- Is my repertoire of styles broad enough to handle this situation?
- Am I using the full range of behaviors available to me, or am I falling back on the one or two styles that are most comfortable?

Thanks for reading!

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