

Six Leadership Styles

Style	Characteristics
Visionary	Resonant - Leads by example and by inspiring others. Creates a goal shared by others but is autonomy-supportive in terms of how they choose to move toward that goal.
Affiliative	Resonant - Puts people and interpersonal harmony before focusing on goals. Emphasizes positive emotional well-being and aims to enhance communication between members.
Democratic	Resonant - Seeks consensus from members on decision-making rather than imposing it in a top-down fashion. Enhances buy-in from members as they have an active role in all group choices.
Coaching	Resonant - Works with individuals to stimulate their future long-term development. The leader counsels and helps individuals see how they can benefit from the group's success.
Coercive	Dissonant - Based on unquestioning compliance with top-down dictates, this style is claimed to have the greatest negative impact on the emotional climate. This style is rarely effective in all but serious crisis scenarios.
Pacesetting	Dissonant - This demanding style involves a leader basing the group's performance on their own extremely high standards. If other group members cannot keep up, the leader will step in, and they are replaced.