
Leadership Styles: Overview Of Types Of Leaders

1. Bureaucratic

- A leader who creates a highly regulated environment and has a very strict adherence to rules.
- This style of leadership represents a commanding/coercive leader, someone who dictates.
- This style of leadership should be used when the team or individual team member are being insubordinate, or during a crisis time.
- Weaknesses: reduces the creativeness and innovative ideas from others. It does not allow room for other to grow and succeed as well. Also, they have a very extreme and strict decision-making system.
- Example: One of my former supervisors was very strict. He never allowed any one to give input or any feedback based on working conditions. No one weren't allowed to chance to move up, because he made one person do the same task.

2. Charismatic

- A leader who encourages others with persuasion, good communication, and a forceful personality.
- This style of leadership represents a visionary/author, someone who moves individuals towards a vision.
- This type of leadership should be used a team that does not know how to reach their goals, or when there is a new vision needed.
- Weaknesses: Does not allow others to grow, because he/she wants to stay in control. Because of how highly influential these leaders are stay will rely on them way too much. Which will be hard on the leader because it will be challenging to balance the business operation and employees.
- Example: One of my partners in management demonstrated this type of leadership style. He was very influential, and had a strong, positive way of communicating. Even though he motivated his team and got them to reach their potential, he still managed to not allow them to move up in the company. He bettered his team, but he failed to build single individuals into taking his place.

3. Participative

- A leader who uses team feedback to make the final decision.
- This style of leadership represents a democratic, someone who gains input and use it to determine a decision.
- This type of leadership is used when more than one solution is necessary to find to a problem. When a leader needs to know what is working and what is not.
- Weaknesses: When getting feedback, it tends to slow down the decision-making process. Getting feedback from multiple individuals could lead to conflict.
- Example: One of my favorite teachers was an outstanding leader. She always ask for feedback so she can find better ways to engages us. She was also very inspiring and influential.

4. Servant

- A leader who shares authority and focus on the necessities of the team and encourages collective decision making.
- This style of leadership represents an affiliative, someone who focuses on the

-
- necessities of the team.
- This style of leadership is used to help get the team, as well as individual through stressful situations.
 - Weaknesses: Because they only step in when needed they have a less motivated team. They're not really viewed as authoritative figures.
 - Example: When I was a team member, I had a team leader who was very nice but not really needed. The only time I asked for her is when I needed a void off a transaction, other than that she wasn't helpful, nor motivational.

5. Situational

- A coaching, delegating, directing and supporting leader.
- This style of leadership represents coaching, someone who connects individual goals and build them.
- This style of leadership is used to help individuals find their strengths and weaknesses along with building them.
- Weaknesses: They create an unexpectable environment for employees causing uncertainty and fear. Are sometimes perceived as manipulative.
- Example: Although my supervisor was very supportive, sometimes I didn't know when I could go and talk to her. It seemed like she supported us when she is wanting something, or something done. She never really portrayed a leader, she basically felt just like a manager.

6. Autocratic

- Controls all decisions and doesn't accept input from their team, as well as lacking emotional intelligence.
- This style of leadership represents pacesetter, someone who builds challenging and exciting goals.
- This style of leadership is used when the job requires strong centered control.
- Weaknesses: Creates lack of trust because they are consistently watching over employees, even when small tasks are given.
- Example: My former supervisor was very motivative and helped us reach our goals. But at the same time he always watched us very closely not really giving us enough room to actually grow.