

10 ESSENTIAL LEADERSHIP STYLES

EVERY LEADER SHOULD USE

Great leaders can adapt, blend, and transition their style based on context and individual needs.

DEMOCRATIC

Engages teams in shaping decisions to build buy in and trust.

Best used when: You need commitment to a decision or want to leverage group wisdom.

TRANSACTIONAL

Uses goals, rewards, and consequences to drive consistent performance.

Best used when: Tasks are routine, expectations are clear, and reliability is essential.

CHARISMATIC

Motivates through personal magnetism and emotional connection.

Best used when: Teams need confidence, momentum, or a unifying spark.

SERVANT

Prioritizes people's growth and well being to unlock collective success.

Best used when: You want to strengthen trust, engagement, and long term team development.

COLLABORATIVE

Brings people together across boundaries to co-create solutions.

Best used when: Problems require cross functional input or diverse perspectives.

COACHING

Focuses on unlocking individual potential through guidance and reflection.

Best used when: You're developing emerging talent or strengthening long term capability.

AUTHORITATIVE

Provides a strong, steady vision and clear expectations during times of uncertainty.

Best used when: Teams need alignment, stability, or decisive direction.

LAISSEZ-FAIRE

Gives people freedom to lead their work with minimal oversight.

Best used when: You have highly skilled, self directed experts who thrive with autonomy.

TRANSFORMATIONAL

Inspires people to exceed expectations by connecting daily work to a compelling future.

Best used when: Your organization needs innovation, cultural change, or renewed energy.

SITUATIONAL

Adjusts leadership style based on the team's readiness and the task at hand.

Best used when: Team capability varies or conditions shift quickly.