



**STUDYDADDY**

**Get Homework Help  
From Expert Tutor**

**Get Help**

Leadership Style	Effectiveness	Purpose	When Appropriate	Appropriate
<b>Visionary</b>	Most strongly positive	Mobilize people towards a vision	When changes require a new vision or direction is required. Most situations.	If followers are more expert, a grand vision might be seen as pompous or out of st
<b>Coaching</b>	Positive	Develop people for the future	To help employee improve performance or develop long-term strengths	When follower resis change, lacks motiva tion or needs excess direction or feedback
<b>Affiliative</b>	Positive	Creates harmony and builds emotional bonds	To heal rifts in a team or to motivate people during stressful circumstances	Should not be used alone: poor performance can go uncorrected.
<b>Democratic</b>	Positive	Forges consensus through participation	To build buy-in or consensus or to get input from valuable employees	Can lead to dithering when consensus is e sive. When decisions are urgent.
<b>Commanding</b>	Negative – least effective in most situations.	Demands immediate compliance	Works best in a crisis, to kick start a project or with problem employees. Use judiciously	At all other times.



**STUDYDADDY**

**Get Homework Help  
From Expert Tutor**

**Get Help**