Leadership Styles

In the work done by Paul Hersey and Ken Blanchard on the Situational Leadership II® model, they recognize four leadership styles that tend to resonate with people. As you read the different styles, think about which one best describes you.

Director’s Style

Someone with a director’s style does well with new employees, who often respond positively to clear expectations, defined processes and procedures, and a consistent point of contact for questions. The director’s style emphasizes task direction and accountability for results.

Coach’s Style

The coach’s style balances clear task direction with a high level of personal support. This style is effective when team members understand their responsibilities but need guidance to act independently and follow through.

Supporter’s Style

This style encourages people to come up with solutions and solve problems on their own. It provides them with the support they need in terms of tools and resources. The supporter’s style emphasizes guiding and empowering people rather than directing their tasks.

Delegator’s Style

In the delegator’s style, the leader retains responsibility for results while assigning the work to others. This approach is most effective with team members who have strong skills and the experience to find the resources and tools they need. They report back to the leader at agreed-upon intervals. The style is characterized by a low emphasis on directing tasks and an equally low emphasis on providing personal support.

| **Style Name** | This style is not mine at all. | This style is somewhat like mine. | This style describes mine completely. |
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| **Director’s Style** |  |  |  |
| **Coach’s Style** |  |  |  |
| **Supporter’s Style** |  |  |  |
| **Delegator’s Style** |  |  |  |