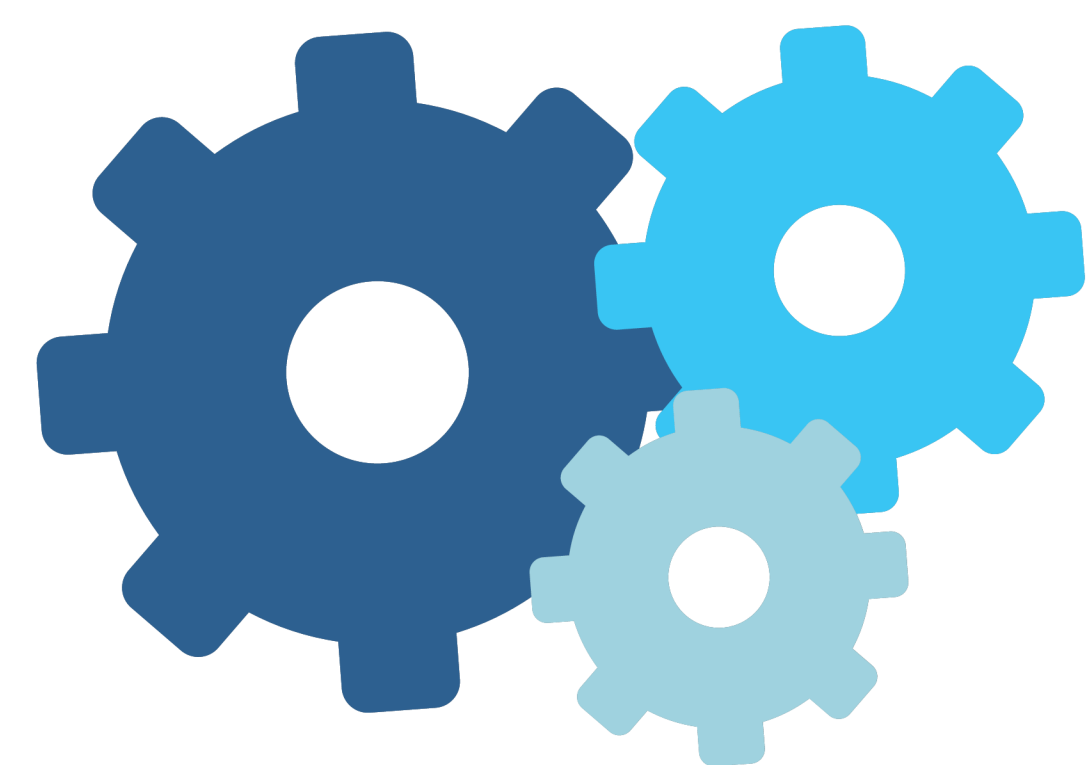




15 Leadership Styles: Pros and Cons

	PROS	CONS
1 ADAPTIVE LEADERSHIP	• Promotes innovation & continuous learning. • Responds well to complex, changing conditions. • Encourages resilience across teams.	• Can create uncertainty if direction shifts too often. • May overwhelm teams lacking flexibility. • Requires high emotional intelligence to balance change
2 AUTHENTIC LEADERSHIP	• Builds trust through honesty & integrity. • Strengthens team loyalty & engagement. • Encourages open, transparent communication.	• Vulnerability may be misread as weakness. • Can be challenging in highly political environments. • Overemphasis on authenticity can slow decision-making.
3 AUTOCRATIC LEADERSHIP	• Enables quick, decisive action in crises. • Creates structure & clarity for large teams. • Works well in compliance-driven industries.	• Limits creativity and collaboration. • Can lower morale and engagement. • Risk of dependence on one decision-maker.
4 BUREAUCRATIC LEADERSHIP	• Ensures fairness, order, & consistency. • Reduces risk through adherence to policy. • Clarifies procedures and expectations.	• Inflexible in dynamic environments. • Stifles innovation & quick thinking. • Slow to adapt to new challenges.
5 COACHING LEADERSHIP	• Develops talent & future leaders. • Builds trust through personalized feedback. • Enhances engagement & motivation.	• Time-consuming in fast-paced settings. • Less effective with unmotivated employees. • Requires patience & long-term commitment.
6 DEMOCRATIC LEADERSHIP	• Encourages collaboration & creativity. • Improves morale & ownership of outcomes. • Leverages diverse perspectives.	• Slower decision-making process. • Risk of conflict from too many opinions. • Can blur accountability.
7 DELEGATIVE LEADERSHIP	• Builds independence & accountability. • Frees leaders to focus on strategic goals. • Fosters innovation through autonomy.	• Can result in misalignment or lack of oversight. • Ineffective for inexperienced teams. • Risk of uneven performance.
8 LAISSEZ-FAIRE LEADERSHIP	• Inspires creativity & innovation. • Builds trust and self-sufficiency. • Works well with expert, motivated teams.	• May lead to confusion or missed deadlines. • Lack of guidance can reduce cohesion. • Harder to maintain accountability.
9 PARTICIPATIVE LEADERSHIP	• Increases team engagement & trust. • Improves decision quality through collaboration. • Builds a culture of transparency.	• Time-consuming to reach consensus. • Can delay action during urgent issues. • May frustrate those who prefer clear direction.
10 PACESETTER LEADERSHIP	• Drives high performance & results. • Sets a strong example of excellence. • Builds momentum in fast-moving industries.	• Can cause burnout or stress. • Often neglects coaching & feedback. • Risk of alienating slower team members.
11 SERVANT LEADERSHIP	• Builds loyalty & trust through empathy. • Creates inclusive, supportive cultures. • Increases engagement & collaboration.	• Can blur authority boundaries. • May slow decisions in urgent situations. • Risk of leader burnout from over-serving others.
12 SITUATIONAL LEADERSHIP	• Adapts easily to team skill levels. • Flexible for changing environments. • Strengthens communication & trust.	• Demands high awareness & assessment skills. • Inconsistent application may confuse teams. • Requires strong emotional intelligence.
13 TRANSACTIONAL LEADERSHIP	• Provides clear structure & expectations. • Rewards measurable performance. • Effective for maintaining order & consistency.	• Can limit innovation & initiative. • Focuses on short-term results over vision. • May feel impersonal or rigid.
14 TRANSFORMATIONAL LEADERSHIP	• Inspires purpose and long-term commitment. • Encourages creativity and innovation. • Builds strong emotional connection with teams.	• Risk of burnout if vision is too ambitious. • Can overlook operational details. • Requires sustained energy & communication.
15 VISIONARY LEADERSHIP	• Creates clarity & shared direction. • Inspires confidence during change. • Drives innovation through big-picture thinking.	• May neglect immediate priorities. • Requires strong communication to maintain alignment. • Vision without execution can cause disengagement.

