

# 7 LEADERSHIP STYLES:

IMPACTS ON TEAM DYNAMICS & ON HOW TO ADAPT.

© Véronique Barrot

## SERVANT LEADERSHIP

**Description:** Prioritises team needs over own, fosters growth.

**Impact:** Builds trust, fosters support.

**Adaptation:** Fosters positive culture, empowers team.

## TRANSACTIONAL LEADERSHIP

**Description:** Sets goals, offers rewards/punishments based on performance.

**Impact:** Drives results, risks stifling creativity.

**Adaptation:** Use for clarity & accountability, balance with creativity encouragement.

## AUTOCRATIC LEADERSHIP

**Description:** Leader decides alone, full control.

**Impact:** Low morale, stifles creativity; effective in crises.

**Adaptation:** Reserve for emergencies; otherwise, involve the team.

## SITUATIONAL LEADERSHIP

**Description:** Adapts to team readiness for tasks.

**Impact:** Flexible, boosts performance.

**Adaptation:** Assess team readiness, adjust support accordingly.

## TRANSFORMATIONAL LEADERSHIP

**Description:** Inspires through shared vision, fosters growth.

**Impact:** Builds loyalty, encourages development.

**Adaptation:** Effective in change or goal-driven contexts.

## DEMOCRATIC LEADERSHIP

**Description:** Leader consults with team, values collaboration.

**Impact:** Fosters ownership, empowers, encourages innovation.

**Adaptation:** Ideal for consensus-building situations.

## LAISSEZ-FAIRE LEADERSHIP

**Description:** Leader gives minimal guidance, team decides.

**Impact:** May cause confusion, promotes autonomy.

**Adaptation:** Ideal for skilled, self-directed teams.

