What leadership style do you think works best for projects in your field? 100 other 24% Adaptive leadership that 24% 21% changes based on project 34% 80 needs Trust-oriented leadership promoting autonomy and personal creativity 60 percent % Collaborative and flat 47% 49% team structure 53% 34% (democratic approach) Hierarchical leadership 40 (authoritarian top-down approach) 20 24% 22% 26% 18% BB GenX GenY GenZ n = 38n = 109n = 172n = 41generation