What leadership style do you think works best for projects in your field? 100 other 24% Adaptive leadership that 26% 26% 25% changes based on project 80 needs Trust-oriented leadership promoting autonomy and personal creativity 60 35% Collaborative and flat 45% 45% team structure 48% (democratic approach) 40 Hierarchical leadership (authoritarian top-down approach) 30% 20 27% 25% 21% 8% BB GenX GenY GenZ n = 84n = 229n = 419n = 109generation

percent %