What leadership style do you think works best for projects in your field? 100 other Adaptive leadership that 26% 24% 25% 23% changes based on project 80 needs Trust-oriented leadership promoting autonomy and personal creativity 60 percent % 32% Collaborative and flat 44% 45% team structure 48% (democratic approach) 40 Hierarchical leadership (authoritarian top-down approach) 32% 20 26% 25% 21% 8% BB GenX GenY GenZ n = 91n = 245n = 458n = 130generation