What leadership style do you think works best for projects in your field? 100 other 21% 25% Adaptive leadership that 23% changes based on project 80 38% needs Trust-oriented leadership promoting autonomy and personal creativity 60 Collaborative and flat 56% 50% 47% team structure (democratic approach) 35% 40 Hierarchical leadership (authoritarian top-down approach) 20 22% 26% 19% 21% **Baby Boomers** Х n = 34n = 103n = 156n = 37generation

percent %