What leadership style do you think works best for projects in your field? 100 other 23% Adaptive leadership that 26% 27% 25% changes based on project 80 needs Trust-oriented leadership promoting autonomy and personal creativity 60 Collaborative and flat 35% 50% 45% team structure 49% (democratic approach) 40 Hierarchical leadership (authoritarian top-down approach) 29% 20 24% 24% 19% 8% **Baby Boomers** Χ n = 70n=206 n = 375n = 93generation

percent %