

Which Style When?

Autocratic	<ul style="list-style-type: none"> • Time is limited • Individuals/group lack skills and knowledge • Newly formed group • Limited confidence amongst group members • Leader has some unique knowledge • Dangerous work environments • Changes occur frequently and rapidly • Team members are autocrats
Participative / Democratic	<ul style="list-style-type: none"> • Time is available • Group members have the moderate skills base • Group members want to be involved • Sense of team exists • Manager has limited authority • Group members like systems but not authority • Environment encourages teamwork • Changes are gradual and regular
Free-Rein (Laissez-faire)	<ul style="list-style-type: none"> • High degree of skill and motivation in team members • Strong sense of team • Routine is familiar • Group members dislike hierarchy • Time is freely available • Budgetary constraints are minimal • Group members expect to lead themselves • Leader is willing to hand over control

The major theme to note with Leadership Styles is to remember that there is no one best or most effective Leadership Style. The Leader needs to examine several forces and then determine which style fits best – and there lies the skill. Leadership is situational; consequently there cannot be one best way to lead.

“The most effective Leaders appear to exhibit a degree of versatility and flexibility that enables them to adapt their behaviour to the changing and contradictory demands made on them.”

Ralph Stogdill