

SIX EMOTIONAL LEADERSHIP STYLES

- The **VISIONARY LEADER** moves people towards a shared vision, telling them where to go but not how to get there. This style is best when a new direction is needed.
- The **COACHING LEADER** connects wants to organizational goals, beyond the workplace, helping people find strengths and weaknesses. It is best used when individuals need to build long-term capabilities.

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- The **AFFILIATIVE LEADER** creates people connections and thus harmony within the organization. It is a very collaborative style. Done well, it is often used alongside visionary leadership. It is best used for healing rifts and getting through stressful situations.
- The **DEMOCRATIC LEADER** acts to value inputs and commitment via participation, listening to both the bad and the good news. It is best used to gain buy-in or when simple inputs are needed.

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- The **PACE-SETTING LEADER** builds challenging and exciting goals for people, expecting excellence and often exemplifying it themselves. It is best used for results from a motivated and competent team.
- The **COMMANDING LEADER** soothes fears and gives clear directions by his or her powerful stance, commanding and expecting full compliance (agreement is not needed). This approach is best in times of crisis when unquestioned and rapid action is needed.