**Leadership Styles**

Distribute and take the quiz (Psychologist Kurt Lewin – 1939 identified 3 distinct styles of leadership, this is one of the earliest studies that has been influential as further research has identified more specific types)

Review overall total score – explain 3 types

* **A – Authoritarian (Autocratic)**
  + Provide clear expectations, clear division between leaders and followers
  + Leader makes decisions independently of the group
  + Less creative decision making, controlling, bossy and dictatorial
  + Best applied when there is little time for group decisions or when the leader is the most knowledgeable, military situations, etc.
* **B – Participative (Democratic)**
  + Most effective style
  + Offer guidance but also participate – leads to higher morale
  + Less productive – but higher quality
  + Encourages input – but leader has final say, group members feel engaged, motivated and creative
  + Roles must be CLEAR
  + Best applied when members are skilled and eager to share their knowledge
  + Need plenty of time to allow people to contribute, develop a plan, etc.
* **C – Delegative (Laissez Faire)**
  + Least productive of all groups, tends to go off track
  + Offer little or no guidance and leaves decision making to the group
  + Can be effective when group members are highly skilled, motivated and capable of working on their own – if not it can lead to poorly defined roles and lack of motivation