

Styles of Leadership

Directing: For people who lack competence but are enthusiastic and committed.

The supervisor provides specific instructions and closely supervises task accomplishment

Explaining: For people who have some competence but lack commitment.

The supervisor continues to direct and closely supervise task accomplishment, but also explains decisions, solicits suggestions, and supports progress.

Participating: For people who have competence but lack confidence or motivation.

The supervisor facilitates and supports workers' efforts toward task accomplishment and shares responsibility for decision making with them.

Delegating: For people who have both competence and commitment.

The supervisor turns over responsibility for decision-making and problem-solving to worker.

Flexibility is the key concept behind situational leadership