**Leadership Styles/Types: See note below\***

There are several different types of leaders. People can lead by telling others what to do and relying solely on their rank to give them authority over others. People can lead by making others feel good about what they are doing; and people can also lead by showing others how to do things. These are not the only way people can lead, leadership types can include:

**Coercive Style:** The coercive leader can be least effective in most situations. This style deals with top down decision-making, which can alienate people and make them feel disrespected. The coercive style should only be used in extreme situations such as emergencies (Marshall Goleman, 82).  
  
**Authoritative Style**: An authoritative leader is good at motivating people to do their work well. The authoritative leader helps workers understand how their jobs help the larger picture and makes sure they know what they do matters. This type of leader usually lets people do things how they want as long as the end result is acceptable (Goleman, 83).   
  
**Affiliative Style:** This type of leader tries to keep employees happy. Workers are usually very loyal to this type of leader because they form strong ties with the leader. The leader and the employee like each other and they get along and work well together. Sometime this type of leadership will allow unacceptable performance to go uncorrected and may not inspire workers to work to their potential (Goleman, 84).

**Democratic Style:** A democratic leader allows everyone to voice his or her opinion about an issue and come to a group consensus. The draw back to a democratic style is that it takes a lot of time and deliberation to get things accomplished and if employees are not fully informed it will be hard for them to give competent advice (Goleman, 85).  
  
**Pacesetting Style:** This leader sets very high standards and constantly pushes their employees to improve on performance and production time. The pacesetting style tends to make employees feel overwhelmed with the demands. This style works best when workers are very competent and highly motivated and do not need much direction (Goleman, 86).  
  
**Coaching Style:** These leaders help identify their employee’s strengths and weaknesses and use that to promote work from the employees. The coaching style focuses on personal development of the employees (Goleman, 86).

Leaders need to learn to recognize when different styles of leadership will be more effective. Sometimes a coercive leadership styles is the only type that will get people motivated to work, other times a coercive style will do nothing but alienate employees. **The leader needs to learn when to use which style.**

\* Hay Group/Korn Ferry is source of these definitions