











Style	 Pros and Cons	 When to Use?	 How to Develop?
Visionary 	<ul style="list-style-type: none"> + Inspires and motivates towards a common vision. + Builds hope and positive climate. + Focuses on big picture. ● Ineffectiveness without belief in the vision. 	<ul style="list-style-type: none"> ⊙ When the organization needs a new vision or direction. ⊙ During times of change. 	<ul style="list-style-type: none"> * Focus on increasing expertise, vision, self-confidence, and empathy. * Enhance communication and presentation skills.
Coaching 	<ul style="list-style-type: none"> + Develops people's potential. + Enhances strengths and mitigates weaknesses. + Builds engaged, loyal staff. ● Risk of appearing self-serving. 	<ul style="list-style-type: none"> ⊙ When team members need help in building long-term skills. ⊙ For team members in need of coaching or mentoring. 	<ul style="list-style-type: none"> * Engage in informal coaching and mentoring sessions. * Get to know your team to better understand when guidance is needed.
Affiliative 	<ul style="list-style-type: none"> + Fosters harmony and emotional support. + Builds strong relationships and loyalty. + Effective in trust-building environments. ● Avoids critical feedback or confrontation. 	<ul style="list-style-type: none"> ⊙ During team tension or conflict. ⊙ When trust has been broken within the team. ⊙ Through stressful times when motivation is needed. 	<ul style="list-style-type: none"> * Learn conflict resolution and optimism skills. * Focus on managing emotions within the team to promote inclusion and resolve conflicts.
Democratic 	<ul style="list-style-type: none"> + Values group input and transparency. + Promotes community and information sharing. + Safe environment for feedback. ● Time-consuming decision-making process. ● May favour consensus over expertise. 	<ul style="list-style-type: none"> ⊙ To get the team on board with an idea or build consensus. ⊙ When seeking input from motivated, knowledgeable, and capable team members. 	<ul style="list-style-type: none"> * Involve the team in problem-solving and decision-making. * Improve active listening and facilitation skills.
Pacesetter 	<ul style="list-style-type: none"> + Focuses on performance and high standards. + Driven to achieve ambitious targets. + Suitable for talented and self-directed teams. ● Negative impact on team morale. ● Emphasis on results over people. ● Risks innovation and long-term development. 	<ul style="list-style-type: none"> ⊙ When high-quality results are needed quickly from a motivated team. 	<ul style="list-style-type: none"> * Focus on improving team performance using techniques. * Engage in high-performance coaching to maximize effectiveness.
Commanding  	<ul style="list-style-type: none"> + Provides clear direction and decisiveness. + Effective in tough decision-making. + Appropriate for bold, unpopular decisions. ● Negative impact on team morale. ● Creates climate of fear and stress. ● Focus on tasks rather than individuals. 	<ul style="list-style-type: none"> ⊙ In crisis situations for fast-paced change. ⊙ With problem team members requiring immediate resolution. 	<ul style="list-style-type: none"> * Be cautious in developing this style. * Learn crisis management, quick decision-making, and think-on-your-feet skills.