**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