



# Situational Leadership

<p style="text-align: center;"><b>Facilitative</b> Higher relationship less task guidance</p> <p><b>Followers are:</b></p> <ul style="list-style-type: none"><li>• Skilled</li><li>• Willing</li><li>• Lack Confidence</li></ul> <p><b>Leaders:</b></p> <ul style="list-style-type: none"><li>• Align people in the same direction, towards a shared goal</li><li>• Ask questions</li><li>• Facilitate discussion</li><li>• Encourage participation</li><li>• Build relationship and rapport (consider enneagram)</li><li>• Allow decisions to be made as a group</li><li>• Stand on the edge or perimeter of the team</li><li>• Let the team make the decisions</li></ul>	<p style="text-align: center;"><b>Consultative</b> Higher relationship more task guidance</p> <p><b>Followers are:</b></p> <ul style="list-style-type: none"><li>• Lacking skill and experience</li><li>• Willing</li><li>• Too confident</li></ul> <p><b>Leaders:</b></p> <ul style="list-style-type: none"><li>• Ask questions</li><li>• Advise</li><li>• Watch for problems or issues</li><li>• Provide oversight</li><li>• Encourage</li><li>• Stand within the team</li><li>• Listen to everyone's' input but at the conclusion make the decisions</li></ul>
<p style="text-align: center;"><b>Delegative</b> Lesser relationship less task guidance</p> <p><b>Followers are:</b></p> <ul style="list-style-type: none"><li>• Skilled</li><li>• Willing</li><li>• Confident</li></ul> <p><b>Leaders:</b></p> <ul style="list-style-type: none"><li>• Trust the team to do it</li><li>• Delegate initiative</li><li>• Provide only minimal oversight</li><li>• Stand outside the team</li><li>• Let the team make the decisions</li></ul>	<p style="text-align: center;"><b>Directive</b> Lesser relationship more task guidance</p> <p><b>Followers are:</b></p> <ul style="list-style-type: none"><li>• Lacking skill and experience</li><li>• Unwilling</li><li>• Lack confidence</li></ul> <p><b>Leaders:</b></p> <ul style="list-style-type: none"><li>• Give specific instructions, rules, policies</li><li>• Set the goals</li><li>• Assert authority</li><li>• Discourage initiative</li><li>• Stand above the team</li><li>• Make the decisions</li></ul>