10
Leadership Styles You Should Know

What Type Of Leader Are You?

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Since the early 20th century, sociologists have been fascinated by the concept of leadership. Researchers set out to answer questions like:

—— What types of characteristics do leaders commonly exhibit?

—— Which leadership styles are the most effective?

—— In what environment should a certain leadership style be applied?

While we may not have definitive answers on the "best" leadership style overall, we've collected valuable information over the years when it comes to leadership as a subject.

In this ebook, we'll take you through 10 of the most common leadership styles and piece together the most useful information available for each. Not only will we review the characteristics of each leadership style, but also their pros and cons, what they look like in action, and Torch's personal recommendations on how and when you might apply them.

You may be wondering: how will familiarizing myself with leadership styles help me in my role as a leader? This is a great question. There are many benefits to understanding diverse approaches to leadership, such as:

Flexibility

Understanding different approaches to leadership gives you the ability to pick and choose the style - or even specific characteristics from each style - that best fit your role and personality.

Self awareness

As you go through each leadership style, you may find yourself resonating with or resisting certain ideas. This is a great exercise to build self awareness around the strengths and potential areas of opportunity in your own approach to leadership

A strong foundation

The knowledge you'll gain from this ebook will provide an invaluable foundation for any future leadership coaching or mentorship you receive.

As you start reading, keep in mind that the leadership styles are organized in a continuum from the most rigid, structured style to the most flexible, unstructured style. You can feel free to jump around to whichever leadership styles are most interesting to you, or go through the entire ebook to get the most complete picture.

The 10 leadership styles you should know:

1. Autocratic Leadership

2. Transactional Leadership

3. Bureaucratic Leadership

4. Charismatic Leadership

5. Transformational Leadership

6. Coaching Leadership

7. Democratic Leadership

8. Collaborative Leadership

9. Servant Leadership

10. Laissez-Faire Leadership

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1 Autocratic Leadership

Autocratic leadership is defined by a top-down approach when it comes to all decision-making, procedures, and policies within an organization. An autocratic leader focuses less on collecting input from team members and tends to make executive decisions that others are expected to follow. Below are other attributes of autocratic leaders:

- ☑ **Structured**
- ☑ **Follow rules and regulations**
- ☑ **Believe in close supervision**
- ☑ **Hold all the power and control**

Pros and cons

Autocratic leadership is a style that draws mixed opinions - some believe it's a very effective way to mobilize a team and get things done, while others believe it's an unproductive and demotivating way to lead. Regardless, it's important to understand both sides in order to see the big picture.

Pros

— Can be efficient, especially when it comes to decision making

— Keeps teams cohesive and consistent since one person is taking charge

— May make everyone's individual roles clearer since they'll be delegated specific duties

Cons

— Can stifle creativity, collaboration, and innovation

— May lead to disengaged individuals and teams who feel like they don't have a voice

— Doesn't allow any room for mentorship or professional growth

— Can lead to abuse of power

Autocratic leadership in action

Your company hired a new Head of Marketing named James. While James is a nice person, he prefers to take an autocratic approach to leadership - which is causing issues at your company.

Instead of asking the team about the existing marketing strategy, James came up with an entirely new plan that he didn't run by anyone else. He also assigned specific tasks to people on the team but didn't take individual strengths and weaknesses into considerations - not to mention he's been micro-managing everyone's work, making it clear that he doesn't trust the team to meet deadlines.

While the marketing goals are technically being met, the marketing team is seeing high turnover rates. Unless the organization does something to shift James' leadership style, your marketing department is sure to continue suffering.

Our recommendation

In general, we don't recommend applying the autocratic leadership style in most situations or roles. Due to the inflexible nature of this leadership style, it may cause more harm than good. However, there are always exceptions. For instance, if:

You have a low-performing, disorganized team that needs to meet urgent deadlines
Your organization is going through a crisis that requires efficient decision making
You're leading a complex project that requires employees to focus on individual tasks

Then an autocratic leadership style may be useful for a short period of time.

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2 Transactional Leadership

Transactional leadership is defined by control, organization, and short-term planning. Leaders who adopt this style rely on a system of rewards and punishment to motivate their followers. Characteristics of transactional leaders include:

- ☑ **Focus on short-term goals**
- ☑ **Structured**
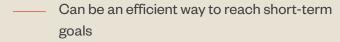- ☑ **Believe in extrinsic motivation**
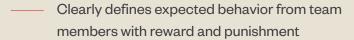- ☑ **Efficient**

There are many similarities between transactional leadership and autocratic leadership. The main difference is that transactional leadership, as the name implies, involves a clear exchange between the leader and the team members. For instance, in exchange for compliance and high performance, an employee might be rewarded with a promotion.
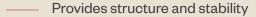
Pros and cons

The transactional leadership style certainly isn't for everyone, but that doesn't mean that it comes without benefits. It's important to recognize the advantages and disadvantages to identify where this leadership style could potentially be applied
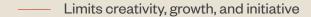
Pros

- Can be an efficient way to reach short-term goals
- Clearly defines expected behavior from team members with reward and punishment
- Provides structure and stability

Cons

- Limits creativity, growth, and initiative
- May not be impactful on people who aren't driven by extrinsic motivation
- Can be discouraging for those who are looking for development opportunities

Transactional leadership in action

The company you work for has been struggling for many years, dealing with everything from public relations debacles to plummeting sales. To help, Jamie was brought in as the new CEO.

Jamie has over two decades of experience running large, multi-million dollar corporations. Over the next few months, she focuses on making the short-term goals of the company clear to all employees so everyone understands their roles and what's expected of them in terms of performance.

While Jamie doesn't get involved in the day-to-day, she actively monitors progress and intervenes as soon as she notices a problem. Jamie is also quick to praise and reward high-performing employees, while issuing performance improvement plans to team members who aren't meeting expectations. In the course of a year, Jamie has brought the company back to a stable place.

Our recommendation

Similar to the autocratic leadership style, we don't recommend the transactional leadership style for most roles or situations. Again, there are exceptions - like the example in the section here. This leadership style can be effective if:

- You run a large, multinational corporation that requires structure and processes to be put into place to maintain consistency across global offices
- You have a short-term project that needs a successful outcome
- You have teams who are highly motivated by money, perks, and status

We believe that the transactional leadership style can be applied for a longer period of time than the autocratic leadership style. But it's one that should be consistently monitored to ensure that team members aren't becoming disengaged or demotivated.

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3 Bureaucratic Leadership

Bureaucratic leadership relies on a clear chain of command, strict regulations, and conformation by its followers. As the name implies, this is a leadership style that's commonly found in government entities, as well as military and public organizations. Below are a additional characteristics shared by bureaucratic leaders:

- ✓ **Hierarchical**
- ✓ **Task oriented**
- ✓ **Strictly follow rules, regulations, and processes**
- ✓ **Encourage a merit-based system**
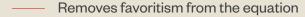
Pros and cons

Bureaucratic leadership is another style that tends to draw mixed opinions. Some people believe bureaucratic leaders have aided the development of Western civilization and think there's a place for this approach to leadership. Others find this style to be inefficient and outdated.
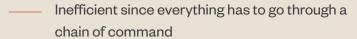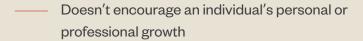
Pros

—— Stable in terms of job security and outcomes

—— Removes favoritism from the equation

—— Very clear roles, responsibilities, and expectations

—— A highly visible set of processes and regulations

Cons

—— Inefficient since everything has to go through a chain of command

—— Doesn't encourage an individual's personal or professional growth

—— Stifles creativity, innovation, and free thinking

—— Doesn't foster collaboration or relationship building within teams

—— Can make it difficult to respond to change

Bureaucratic leadership in action

You started a government job after working at startups. Your manager, Stuart is part of a chain of command that continues all the way to the CEO.

The type of work you do is impactful, but it's also repetitive and follows a specific process. If you want to do anything that falls outside of established guidelines, you need to run it by Stuart first. It takes a long time to receive an update because multiple people need to approve the change.

Because you've been producing high-quality work, Stuart just informed you that you're up for a promotion in the next cycle. This is exciting because, at your last startup, you were passed up for a promotion that instead went to your more outgoing and well-liked colleague.

While there are frustrating aspects of working for the government - especially after working for startups with flat structures and flexible processes - you see how bureaucratic leadership keeps everything running smoothly.

Our recommendation

Even though bureaucratic leadership isn't a style that's applicable to most modern organizations, we believe there's still a time and place for it. As long as you're mindful of this, there are ways to use the bureaucratic leadership style to your advantage. Specifically, if:

—— You work at an organization that requires people to complete repetitive, but high stakes, tasks accurately

—— You manage a team that prioritizes job security over everything else

—— You want to create a merit-based culture, where people are promoted for producing the desired outcomes

A bureaucratic leadership style may be the best fit for your role or organization.

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4 Charismatic Leadership

Charismatic leadership is defined by a leader who uses their communication skills, persuasiveness, and charm to influence others. Every charismatic leader looks a little bit different. However, there are many key characteristics that most charismatic leaders share:

- ☑ **Strong communicator**
- ☑ **Empathetic and relatable**
- ☑ **Motivational**
- ☑ **Engaging and charming**
- ☑ **Optimistic**

Pros and cons

Many people find charismatic leadership to be an inspiring leadership style, which it certainly can be. As long as charismatic leaders are aware of the possible traps that can come with this leadership style, we believe it's one that can come with many positive benefits.

Pros

— Highly inspirational and motivating

— Encourages a sense of camaraderie, collaboration, and union

— Makes followers feel heard and understood

— Creates movement toward positive change

Cons

— Can become more focused on themselves than their people

— Has the potential to become self serving

— Frequently viewed as shallow or disingenuous

Charismatic leadership in action

Alex, the CEO of your nonprofit organization, is energetic, vibrant, and deeply passionate about the mission of the organization.

Whenever the team feels discouraged by their lack of progress, Alex is wonderful at making everyone feel uplifted by their work. She prioritizes relationship building with her employees and is known to leave "thank you" notes to her leadership team to make sure they know they're appreciated.

There are times when Alex's direct reports and employees become disenchanted with her. Sometimes she gets so carried away by her own ideas that it seems like she's not listening to anyone else. Regardless of these occasional moments, Alex is overall a beloved leader.

Our recommendation

With the right approach, charismatic leadership can be a powerful way to motivate a team. Here's how to prevent the common pitfalls of this leadership style from happening:

Practice vulnerability

It's easy to get caught up in the idea that you need to be perfect as a leader. But the truth is that vulnerability lies at the root of human connection. So if your organization is facing challenges, don't try to sweep it under the rug. Instead, have the courage to share your fears, doubts, and insecurities with employees - who are likely experiencing similar emotions.

Develop your listening skills

As a charismatic leader who engages in many conversations on a daily basis, it may be tempting to tune out what the other person is saying. However, this can have detrimental effects. Work on developing and practicing your active listening skills. If you think you need some more guidance in this area, look for training opportunities or a coach to help you develop this skill.

Be transparent

Don't praise an employee or make empty promises simply because it sounds good. This is a trap that charismatic leaders can fall into since they're focused on inspiring others. Instead, prioritize being honest, sincere, and straightforward in your communication. Over time, your employees will learn to trust what you say and increasingly look to you for information and feedback.

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5 Transformational Leadership

Transformational leaders create a vision based on identified needs and guide their teams toward that unified goal through inspiration and motivation. The main difference between transformational leadership and the other styles we've covered so far is that this one is focused on changing the systems and processes that aren't working - unlike transactional leadership or bureaucratic leadership, which don't aim to shake up the status quo. Below are common characteristics of a transformational leader:

- ✓ **Motivating and influential**
- ✓ **Team oriented**
- ✓ **Supportive**
- ✓ **Competent**
- ✓ **Trust in team members**

Pros and cons
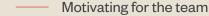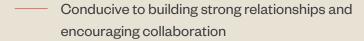
While transformational leadership generally has many strengths, there are some potential downsides to watch for as well. Understanding the potential pros and cons of this leadership can help you see the big picture.
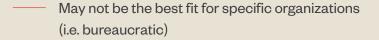
Pros

— Motivating for the team

— Conducive to building strong relationships and encouraging collaboration

— Gives team members autonomy to do their jobs

— Can lead to more creativity, growth, and empathy on teams

Cons

— May not be the best fit for specific organizations (i.e. bureaucratic)

— Can cause feelings of instability while disrupting the status quo

— Lots of pressure on the leader, who needs to lead by example

Transformational leadership in action

Nelle, a leader at your organization, is known at your company for having a highly successful team. This is because Nelle practices a transformational leadership style.

They set a vision for their team - that they're all on board with - and make sure everyone understands why and how they're moving towards this goal. From there, they always take time to make sure their team has the resources and support they need to be successful in their roles.

However, Nelle isn't involved in day-to-day decisions. They know they oversee a smart, competent group of people and trust them to execute on the strategy. While they have high expectations of their team, they demonstrate the expected standard through their own behavior by being trustworthy, open, and hard working as their leader.

Our recommendation

We believe that the transformational leadership style is a good fit for many modern roles and organizations. Below are a few recommendations to keep in mind to become a transformational leader:

Have a vision

Part of being a transformational leader is the ability to create a vision based on current needs or existing problems. Your followers have to understand what you're trying to accomplish in order to get on board with the plan. While communicating your vision, ask for feedback and additional ideas from the team - this will give them more stake in the business.

Care personally

One of the most invaluable traits of a transformational leader is the ability to care for others and practice empathy. Transformational leaders take the time to learn about their individual team members - from knowing their favorite hobbies to understanding their career goals.

Check in, but don't get too in the weeds

To make sure the delivery of your vision is being executed, you have to check in regularly with the team. However, be careful to not cross the fine line between checking in regularly and micromanaging. Transformational leaders know that, if you want your teams to produce their best work, you have to give them space and trust them to do their jobs.

6 Coaching Leadership

Coaching leadership is a style defined by collaboration, support, and guidance. Coaching leaders are focused on bringing out the best in their teams by guiding them through goals and obstacles. Characteristics of coaching leaders include:
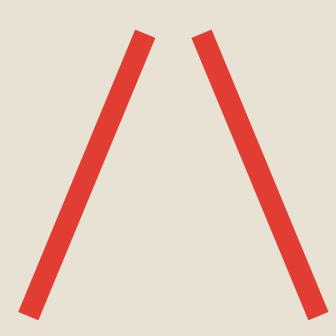
- ☑ **Encouraging**
- ☑ **Ability to give feedback and ask good questions**
- ☑ **Supportive**
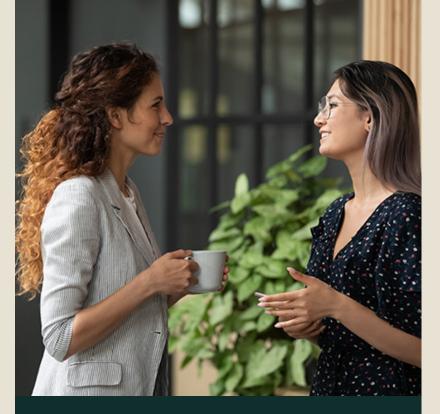- ☑ **Focus on growth and development of others**

Pros and cons

Coaching leadership brings many positive qualities to any organization or role. But there are still potential downsides that every leader should be aware of in order to get the most out of this leadership style.

Pros

—— Encourages two-way communication and collaboration

—— Facilitates the personal and professional development of individuals

—— Focuses on being supportive, not judgmental

—— Creates opportunities for growth and creative thinking

Cons

—— Resource intensive since it requires a lot of time and energy

—— Doesn't always lead to the fastest, most efficient results

—— May not be the ideal choice for high-pressure or strictly results-driven companies

Coaching leadership in action

Ted leads a team at your organization and utilizes coaching leadership. His priority is making sure all his team members are growing - personally and professionally - and have the support they need to reach their goals.

Ted sits down with each employee to make sure they're connected to the right resources. If his employee needs a specific course or training opportunity to improve, he'll make sure to get it for them. Ted is also great at providing balanced feedback; giving praise where deserved and constructive comments where needed.

While Ted occasionally receives pressure from the leadership team due to his team's slow progress to goals, it's clear that his direct reports are very happy and fulfilled in their roles. And even though it takes a bit longer, Ted and his team eventually do meet their objectives.

Our recommendation

Despite minor drawbacks, we believe that the benefits outweigh the downsides when it comes to coaching leadership. Here are a few key competencies that leaders must first develop:

Give effective feedback

Coaching leaders need to be able to deliver feedback in a way that's both clear and actionable - regardless of whether it's positive or constructive. Giving feedback is a skill that takes practice, so don't wait until your annual performance review to flex those muscles. Instead, create a culture of continuous feedback and get in as much practice as you can.

Promote growth

Coaching leaders don't reprimand individuals for short-term failures or mistakes. Instead, they're focused on the long-term success and growth of the people they manage. This means that, as a coaching leader, it's critical to adopt a growth mindset, which emphasizes that skills and intelligence can be cultivated and aren't set in stone.

Ask good questions

Coaching leaders don't tell people what to do. Instead, they guide individuals to come to the right decisions or answers on their own. Asking discerning questions is a great way to do this. The best ways to develop these skills are to practice, receive training, or ask for feedback from your team on how you can improve.

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7 Democratic Leadership

Democratic leadership, which is also commonly known as participative leadership, is about letting multiple people participate in the decision-making process. Democratic leaders typically share certain characteristics:

- ☑ **Empowering**
- ☑ **Collaborative**
- ☑ **Objective and fair**
- ☑ **Focus on distributing responsibility**
- ☑ **Open minded**

Pros and cons

The democratic leadership style is generally viewed as being very fair and inclusive. Of course, there are ways in which this approach to leadership is lacking as well.

Pros

— Encourages collaboration

— Inclusive of a variety of opinions and ways of thinking

— Leads to higher group engagement and productivity

— Can result in more creative solutions

— The outcome is supported by the majority

Cons

— The minority opinion is overridden

— The involvement of multiple people can lead to more communication gaps and confusion

— Can take a longer time to come to a decision

— An unskilled or untrained group can result in more decision making

Democratic leadership in action

Riley is a mid-level manager at your company. Because Riley believes in democratic leadership, she encourages her employees to share their ideas, thoughts, and feedback about what's happening at the organization. She actually takes note of these suggestions and always comes to a solution or decision that reflects the opinion of the majority.

Of course, this approach doesn't always please everyone. There are some employees who are disgruntled by the fact that their opinions - which are usually in the minority - are never acted upon. The leadership team is also sometimes impatient with Riley's team since it takes her a long time to collect enough feedback to make a decision.

Overall though, people on Riley's team feel very heard and her method of leadership have led to many creative, innovative solutions.

Our recommendation

One of the benefits of democratic leadership is that it can be applied in many contexts - whether you're an elementary school principal running a meeting for parents or a vice president hosting a brainstorm with employees. To maximize the effectiveness of this leadership style, we recommend taking the following steps:

Invest in training

A democratic organization is only as good as its members. In other words, if your members don't know how to think critically and make good decisions, you likely won't see positive outcomes. That's why training is such a critical component of democratic leadership. Allow your members to take courses, receive coaching or mentoring, and discover learning opportunities to help them improve.

Maintain neutrality

It may be tempting to guide decisions in a certain direction, especially if you strongly feel that one option is better than the other. However, this defeats the purpose of democratic leadership. Remember: your role isn't to influence the decisions that are made. Your goal is to facilitate the decision-making process.

Find opportunities to improve

With the democratic leadership style, some people will inevitably be unhappy with the final decision. So don't be hard on yourself when members complain about the outcome. Instead, use this as an opportunity to improve. Do your members have any constructive feedback to share about the process or your method of leadership? These observations can be incredibly valuable.

8 Collaborative Leadership

Collaborative leadership is focused on encouraging people to work together across organizational boundaries in an effort to accomplish shared goals. Below are key characteristics of collaborative leaders:
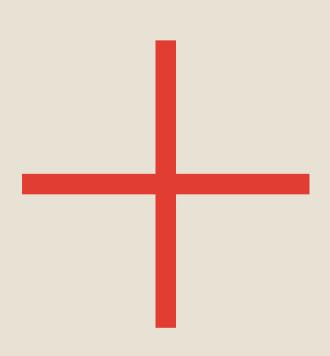
☑ **Teamwork oriented**
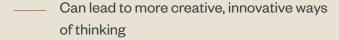
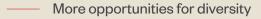☑ **Build trust**

☑ **Relationship focused**

☑ **Self aware**

Pros and cons

To effectively practice collaborative leadership, it's important to be able to look at both the strengths and weaknesses of this approach.

Pros

—— Can lead to more creative, innovative ways of thinking

—— More opportunities for diversity

—— Can strengthen cross-team relationships

—— Builds trust within an organization

Cons

—— May lead to ambiguity in roles and responsibilities

—— Can create cross-team conflict

—— Potential power struggle between leaders

Collaborative leadership in action

Ben is the Head of Engineering at your organization who is known for his collaborative leadership style. Any time his team is assigned a significant project, he encourages his engineers to work closely with people on the product, marketing, and sales teams.

As a leader, Ben's role is to make sure the collaborative process is productive and not blocking anyone's progress. He also spends a lot of time facilitating communication during meetings and working with leaders on the other teams to make sure everyone is on the same page.

There are occasions when there are cross-team conflicts that Ben has to go in and manage but, overall, his collaborative approach to leadership has largely benefited many teams in the organization.

Our recommendation

Collaborative leadership is a great style to utilize in a variety of organizations, from smaller startups to larger corporations that have multiple departments. To ensure that you're getting the most out of this leadership style, we put together the following recommendations:

Provide honest feedback to other executives

It's easy to say, "That's not my department," but the decisions of one leader can impact the entire organization. Ambiguous goals, disconnect between vision and actions, or a lack of direct feedback can influence everyone. Be honest to help each other manage change successfully.

Recognize skill gaps

Most leaders acknowledge their strengths and weaknesses, but even the most self-aware have a few unknown areas of opportunity. Work with executive coaches who can help you identify your deficiencies. They can help you partner with leaders in your organization whose strengths complement your weaknesses.

Become an organizational thought leader

At the same time, it's equally important to know where your strengths lie and make them available to those around you - whether it's other leaders or team members. Encourage other managers, executives, and employees to come to you with questions in your areas of expertise.

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9 Servant Leadership

Servant leadership puts the needs, growth, and wellbeing of their organization, employees, and community above everything else. Below are the common traits of a servant leader:

- ☑ **Selfless and humble**
- ☑ **No interest in holding onto power or material possessions**
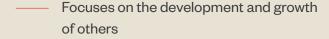- ☑ **Community focused**
- ☑ **Highly empathetic**
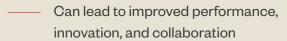
Pros and cons

While servant leadership comes with many benefits to the recipients of this style, there are common pitfalls to come from when it comes to the leaders themselves.

Pros

— Focuses on the development and growth of others

— Can lead to improved performance, innovation, and collaboration

— Creates a safe environment where people aren't afraid to fail

— Reduces turnover and disengagement

— Increases trust with leaders

Cons

— Servant leaders can become more easily burnt out

— Resource intensive

— Difficult to train other leaders in the serve-first mindset

— Can take longer to see results or reach goals

— Has the potential to be perceived as 'weak'

Servant leadership in action

Imagine you work at a company where the CEO, Taylor, practices a servant leadership style.

Instead of sitting in her office with the door closed, Taylor makes a point of eating lunch with her employees, checking in on them through Slack, and always expressing gratitude for their hard work. Any time an employee comes to her with a problem, she always makes herself available and prioritizes getting them the support they need.

Taylor isn't only focused on serving her own employees. She's also passionate about giving back to the local community. That's why she's an advocate of corporate social responsibility and provides products and services that truly help people.

While Taylor is prone to overworking herself, she feels it's completely worth it. Her employees are happy and fulfilled, and her organization is a beloved presence in their community for all the positive contributions it makes.

Our recommendation

The servant leadership style is one that can benefit almost any organization. However, as with any leadership style, there are still potential pitfalls. Here are a few tips to help you avoid them:

Make time for yourself

As a servant leader, you get energy from putting your people first. This can be mentally and physically draining. That's why it's critical that you regularly carve out time for yourself to decompress, relax, and take care of your own needs. You can do this by scheduling vacations, blocking off daily work blocks on your computer, or having a 'no screen' time zone in the evenings.

Avoid overinvolvement

It's also important to make sure that you're not becoming too involved in your employee's lives. While many may love the unconditional support, others may feel burdened by it and require more space. Make sure you're attuned to each individual's needs and adjust your servant leadership style accordingly.

Remind yourself of goals

Finally, as a servant leader, it's easy to lose track of the bigger goals and focus on the day-to-day needs of your employees. Try to balance both. At the end of the day, you're still running an organization that needs to make money in order to continue supporting your employees. So don't sacrifice your business goals to only focus on your employees.

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10 Laissez-Faire Leadership

Laissez-faire leadership takes a hands-off approach to leadership and gives others the freedom to make decisions. Below are a few of the most common characteristics of laissez-faire leaders:

- ☑ **Ability to effectively delegate work**
- ☑ **Trusting**
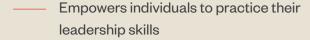- ☑ **Understanding of when to step in and when to give space**
- ☑ **Focus on the big picture instead of the day-to-day**
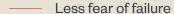
Pros and cons

Laissez-faire leadership is becoming increasingly popular in modern workplaces that prefer flatter structures and more freedom for employees. While this style certainly can be a good fit for many organizations, it's not the best choice for all.
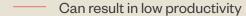
Pros

- Empowers individuals to practice their leadership skills
- Can lead to increased creativity and innovation
- Less fear of failure
- Encourages trust between team members and leader
- Instills a sense of independence

Cons

- Can result in low productivity
- Conflict amongst team members is common
- May lead to confusion about roles and responsibilities
- Won't be effective with an unskilled or unmotivated team

Laissez-faire leadership in action

Gina is the director at an advertising agency, who oversees a team of senior advertising employees. She takes a laissez-faire approach to leadership because she knows that her employees are experienced enough to manage most day-to-day decisions, challenges, and questions that come up in the job.

However, that doesn't mean that she's unavailable. On the contrary, she meets regularly with her managers just to make sure things are progressing and to see if the team needs her help unblocking any obstacles. Occasionally, she has to step in to resolve inner-team conflicts or to provide specific expertise. But otherwise, she stays largely out of her team's way.

Gina has to be careful when hiring new people because she recognizes that it would just take one unproductive employee to ruin the effectiveness of the laissez-faire leadership style. So she's incredibly thorough about screening for the right people.

Our recommendation

As we mentioned before, laissez-faire leadership isn't suitable for everyone. But applied thoughtfully and in the right context, it can be an incredibly powerful way to motivate a team. To avoid the potential pitfalls we outlined, there are a few criteria that leaders need to meet first:

Have the right team

A laissez-faire approach to leadership is only possible if you have a highly motivated, independent, and skilled team. If you chose to apply the laissez-faire approach to an entry-level team, you would be setting everyone up for failure. Even if you have the right team for laissez-faire leadership, there's always more you can do to help members succeed in their roles - from connecting them to training to providing mentorship opportunities.

Be observant

Being a laissez-faire leader doesn't mean handing off all the work to your team then walking away. On the contrary, this type of leadership style requires high levels of observation. Even if you're not involved, you should always be taking note of your team's performance and any challenges they're facing. Performance reviews are a great opportunity to review and reinforce these observations.

Address problems early and often

There's a misconception that, as a laissez-faire leader, you can't have any involvement in the team. In fact, part of being a good laissez-faire leader means knowing when to step in at the appropriate moment. For instance, if you notice that there's inner-team conflict, it's in everyone's best interest for you to step in and facilitate the disagreement.

Moving Forward

Hopefully, this ebook gave you an in-depth look into the world of leadership styles. As a next step, you may want to consider reflecting on which styles resonated with you (or didn't) and which ones you may want to aspire to in your role.

Also, remember that understanding the various leadership styles is only a first step. There are many additional resources available to leaders to improve their skills and reach their goals. We highly recommend tapping into tools like leadership coaching and mentoring to help identify your existing strengths and potential areas of opportunity.

If you're interested in learning more about a leadership development platform that can help you fine-tune your leadership style, request a demo with Torch.

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