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FIT

Generic Styles

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59 Autocratic Leadership Style

Demanding of immediate change and compliance in a very directed style. This 'do as I tell you' style works well in times of crisis or turnaround situations where breaking old habits and implementing new ways of working is essential. Can alienate people and stifle flexibility and inventiveness or sharing as people are hesitant in contributing input.

57 Compassionate Leadership Style

Works to create emotional bonds that bring a feeling of bonding and belonging to the organization. Very much a 'people first' approach, this style works best in times of stress, when teammates need to heal from a trauma, or when the team needs to rebuild trust. This style should not be used in excess, because too much reliance on praise and nurturing can foster mediocre performance and lack of direction.

28 Consensus Leadership Style

Builds consensus through participation. This style is one of 'what do you think?' Most effective when the leader needs the team to buy into or if he or she is uncertain and needs fresh ideas from qualified teammates. Not the best choice in an emergency or when time is of the essence for any reason or when teammates are not informed enough to offer sufficient guidance.

62 Mentor Leadership Style

Identifies people's unique strengths and weaknesses and ties them to personal and career aspirations. This style exemplifies a 'let's try this' approach. Least used among the styles due to taking time to work repeatedly with others, this coaching style works best when the leader wants to help teammates build lasting personal strengths. It is the least effective when teammates are defiant or unwilling to change.

78 Navigator Leadership Style

Mobilizes a team toward a common vision and focuses on end goals, leaving the means up to each individual. A strong "join me" approach, works best when the team needs a new vision, or when explicit guidance is not required. Inspires an entrepreneurial spirit and enthusiasm for the mission at hand. Not the best fit when a leader is working with a team of experts who know more.

55 Relentless Leadership Style

Expects extremely high performance standards, as found in oneself. Obsessive about doing things better and faster and demands the same of others. An approach of 'do what I do, now', there is quick assessment of poor performance and demand for more results. Works best when team is already motivated & skilled. Used too much this style can overwhelm team members & squelch innovation.