



Six Leadership Styles

According to Daniel Goleman, there are six leadership styles that are associated with the various elements of emotional intelligence in different combinations.

Goleman's six styles are as follows – and I have added my own name to describe each style in vivid terms:

The Coercive Style

'The Dictator'

This is the dominant 'macho' leadership style. It is appropriate in emergencies and severe situations, but otherwise will tend to disempower and disillusion subordinates.

The Authoritative Style

'The Visionary'

This style focuses on the goal or vision of the future and inspires others to follow. This is appropriate when a new direction is required or a clarification of the goals to be achieved.

The Affiliative Style

'The People Person'

Here there is a focus on people, teambuilding, bonding and forging alliances. This style is useful in creating teams or for healing dysfunctional relationships.

The Democratic Style

'The Listener'

This is a useful style to adopt when attempting to involve a wide range of people in decision making or building a consensus.

The Pacesetting Style

'The Superman/Superwoman'

Using this style, the leader sets an example by working to extremely high standards of performance.

The Coaching Style

'The Nurturer'

This style focuses on helping to improve people's strengths, and is especially useful in building skills to develop managers and future leaders.