**Observational Exercise**

Leadership Styles

Purpose

1. To become aware of authoritarian, democratic, and laissez-faire styles of leadership

2. To compare and contrast these three styles

Directions

1. From all of the coaches, teachers, music directors, or managers you have had in the past 10 years, select one who was authoritarian, one who was democratic, and one who was laissez-faire.

Authoritarian leader (name) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Democratic leader (name) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Laissez-faire leader (name) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. On another sheet of paper, briefly describe the unique characteristics of each of these leaders.

Questions

1. What differences did you observe in how each leader tried to influence you?

2. How did the leaders differ in their use of rewards and punishment?

3. What did you observe about how others reacted to each leader?

4. Under which leader were you most productive? Why?

**Reflection and Action Worksheet**

Leadership Styles

Reflection

1. As you reflect on the assumptions of Theory X and Theory Y, how would you describe your own philosophy of leadership?

2. Of the three styles of leadership (authoritarian, democratic, and laissez-faire), what style comes easiest for you? Describe how people respond to you when you use this style.

3. One of the aspects of democratic leadership is to help followers take responsibility for themselves. How do you assess your own ability to help others help themselves?

Action

1. If you were to try to strengthen your philosophy of leadership, what kinds of changes would you have to make in your assumptions about human nature and work?

2. As you look at your results on the Leadership Styles Questionnaire, what scores would you like to change? What would you have to do to make those changes?

3. List three specific activities you could use to improve your leadership style.

4. If you make these changes, what impact will this have on others?