

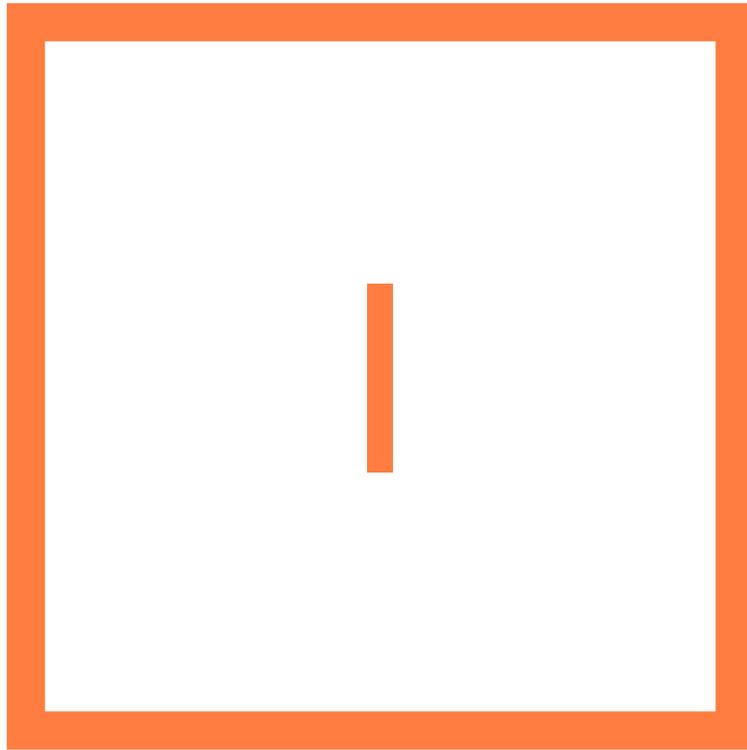


# What's Your Management Style?

Out Of The Six, Which Are You?



Amanda A. Russo  
Founder & CEO  
Cornerstone Paradigm  
Consulting, LLC



## What's Your Management Style?

Did you know the way you finish your sentences can reveal a lot about your leadership style?

# Management Styles

## Top 6

Often our leadership style evolves from our experiences and personality. When you take the time to familiarize yourself with the different leadership styles, you can also identify areas to improve upon to become a more effective leader. Below, we will review the top six styles of leadership in business today.

### 1. Autocratic

This style of leadership is also authoritarian and can focus on results, efficiency, strict guidelines, and no room to color outside of the lines.

This style can be phrased as “I’m the boss” and “because I said so”. The downside is it can halt creativity and be off-putting to employees. Don’t gauge this style by high turnover; you can have this managerial style and have lower than normal turnover.

### 2. Affiliative

This style promotes a collegial environment, resolves personality conflicts, and encourages good working relationships. These managers tend to praise good work and maintain a pleasant moral. This style can be perceived as people-pleasing but also ignoring bad behavior.



### 3. Coaching

This style is a combination of both autocratic and affiliative. This style will coach to inspire and guide the team in the right direction minimizing inefficiencies. This manager is skilled in setting clear expectations and creating a positive motivational workplace where people can take initiative. This manager will make decisions with their teams' input. They will be able to gauge when to delegate more responsibility to the team once they have established

a good working relationship with one another.

### 4. Democratic

This manager is great at listening, collaborating, and allowing the team time to develop the best output. Managers with this style will ask for input and consider feedback before making a decision. It will mean getting everyone in agreement and on the same page before proceeding. This style of leadership drives discussion and employee engagement.

## 5. Pacesetter

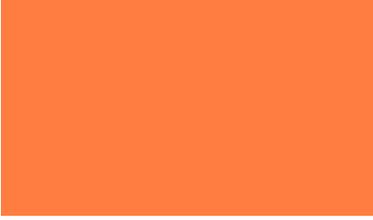
Managers who are pacesetters typically want to drive fast results. They focus on performance, set high standards, and hold their team accountable for a good amount of work. This type of leader is a “lead by example”. These high standards usually begin with themselves. A pacesetter style best suits a sales team. This leadership style is not always the best option for team members who need mentorship, guidance, and constructive feedback.



## 6. Visionary

This style requires a high level of trust in the team and drives team engagement. These managers are skilled at inspiring their employees to reach for the impossible and earning their trust for new ideas. It is important to recognize that you do not want to create clones of yourself. Instead, identify and promote strong leaders within the team.





You may have identified with several styles, and that's okay. What's important is to recognize that being a manager is about balance. You must find the style that is appropriate for your organization, personality, and team. The sooner you recognize the areas you need to work on, the quicker you will be at becoming an effective leader. Remember, you're only a leader if **people are voluntarily** following your lead.



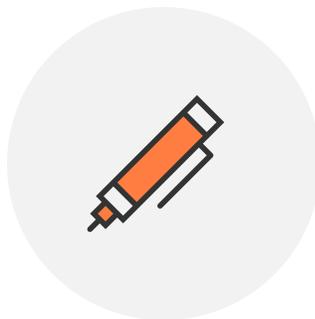
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For more information about organizational leaders, please visit [www.CPCChangeAgent.com](http://www.CPCChangeAgent.com) to set up a free consultation with one of our specialists.