

# ADAPTIVE LEADERSHIP STYLES AT A GLANCE

Effective leaders adapt their approach based on team member readiness and situation requirements.

## Directing

High directive, low supportive behavior. Clear instructions and close supervision.

### Use when:

- Team members are new or inexperienced
- Tasks require precise execution
- Time constraints are significant

### What to do:

- Provide specific instructions
- Define roles clearly
- Monitor progress closely
- Make decisions with minimal input



## Coaching

High directive, high supportive behavior. Explains decisions and provides opportunity for clarification.

### Use when:

- Team members show some competence but need guidance
- Motivation fluctuates or is inconsistent
- Skills are developing but not fully formed

### What to do:

- Explain the "why" behind decisions
- Solicit input while maintaining direction
- Provide feedback and encouragement
- Focus on skill development



## Supporting

Low directive, high supportive behavior. Facilitates and supports team members' efforts.

### Use when:

- Team members have necessary skills
- Confidence or motivation needs boosting
- Team members need encouragement to take ownership

### What to do:

- Listen actively to concerns
- Involve team in decision-making
- Provide resources and remove obstacles
- Offer recognition and emotional support



## Delegating

Low directive, low supportive behavior. Turns over responsibility for decisions and implementation.

### Use when:

- Team members are highly skilled and experienced
- Motivation and confidence are consistently high
- Team members are ready for autonomy

### What to do:

- Define outcomes but allow freedom on methods
- Provide resources then step back
- Remain available for consultation
- Trust team members to solve problems

