

Leadership style	Best for...								
	Your position?	Task vs. people?	Future vs. present focus?	Decision-making process?	Communication style?	Control and delegation?	High- vs. low-skill work?	High- vs. low-risk environment?	Outcomes
Autocratic	Executive	Task	Present	Centralized, leader makes decisions without input	Directive, one-way communication	High control, low delegation	High-skill work	High-risk environment	Timely decisions, efficient execution, meeting short-term goals
Future	Mid-level Manager	People	Future	Involves group, focuses on development and growth	Two-way, supportive and collaborative	Moderate control, high delegation	High-skill work	Low-risk environment	Team development, improved skills, personal growth, increased motivation
Present	Mid-level Manager	People	Present	Involves group, consensus-driven	Two-way, open and collaborative	Moderate control, high delegation	High-skill work	Low-risk environment	Collaborative decision-making, increased employee buy-in, innovation
Present	Mid-level Manager	Task	Present	Decentralized, group makes decisions with minimal guidance	Hands-off, limited communication	Low control, high delegation	Low- or high-skill work	Low-risk environment	Increased autonomy, creativity, and flexibility
Present	Mid-level Manager	People	Present	Involves group, focuses on their needs	Two-way, empathetic and supportive	Moderate control, high delegation	Low- or high-skill work	Low-risk environment	Strong team cohesion, improved employee satisfaction, positive work culture
Future	Executive	People	Future	Involves group, focuses on long-term vision	Inspirational, motivating and engaging	Moderate control, high delegation	High-skill work	High-risk environment	Organizational change, long-term growth, innovation, increased employee engagement
Present	Executive	Task	Present	Centralized, leader sets goals and rewards or punishes based on performance	Directive, focused on tasks and results	High control, low delegation	Low- or high-skill work	Low- or high-risk work	Clear performance expectations, efficiency, and accountability
Future	Executive	People	Future	Involves group, focuses on shared vision	Inspirational, empowering and collaborative	Moderate control, high delegation	High-skill work	High-risk environment	Long-term vision, strategic direction, strong organizational culture, innovation