

WHAT IS SITUATIONAL LEADERSHIP?

Situational Leadership® is a model in which leaders change their style to fit the task or development level of the employee they are managing.

The model focuses on two types of leader behavior:



DIRECTIVE BEHAVIOR (TASK-FOCUSED)

Clearly telling people what to do, how to do it, and when to do it, and monitoring performance



SUPPORTIVE BEHAVIOR (RELATIONSHIP-FOCUSED)

Listening, praising, and involving people in decision-making

Mixing high or low amounts of these behaviors yields four leadership styles

Situational Leader

Laura Freebairn-Smith



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