

Flexible Leadership Approach Job Aid

Leading others is complex and challenging. Think about your preferred *leadership approach*. Do you prefer directing, coaching, supporting, or delegating?

Regardless of your style, you can place people you are managing or influencing into useful categories. Below, two necessary and useful leadership approaches, support and direction, are paired what a follower needs:

Supportive	<p>Supporting Follower: Able, but unwilling or not confident</p> <p>Praise, Listen, Facilitate Share Ideas</p> <p>"I was thinking X. What do you think?" 3</p>	<p>Coaching Follower: More able, but less willing and less confident</p> <p>Directing/Supporting Explain Decisions</p> <p>"How can I help you achieve..." 2</p>
	<p>4</p> <p>Delegating Follower: Able, willing, confident</p> <p>Turn Over Responsibility for Day-to-Day Decisions</p> <p>"When should I check in?"</p>	<p>1</p> <p>Directing Follower: Unable, willing, confident</p> <p>Structure, Control, Supervise Give Instructions</p> <p>"This is how to do this..."</p>
	Directive	

Steps to Aligning your Leadership Approach to Follower Needs

1. Consider a follower's correct category of readiness and willingness to accomplish a goal.
2. Review the tips offered within the category.
3. Consider your current approach: are you over-or-under managing this person?
4. Flex or adjust your current leadership approach to meet the needs of your follower.