WHAT IS MY LEADERSHIP STLYE?

The first thing is to ask **what is _my_ leadership style**? This is to focus on what you enjoy, what you might be good at, what strengths and weaknesses you have. The second is to ask **what leadership style is best for the people, team or organisation that I'm leading**? This is to focus on the needs of the situation, on the criteria for success, on the approach that will bring about the maximum impact.

Modern leadership demands **both**. You need to recognise your own strengths and exploit them, but you also need to have an ability to **adapt** your style to different situations in order to achieve the maximum effectiveness. Rather than using solely one's own preferred style, excellent leaders are able to take different approaches to suit the various needs of differing circumstances, whilst also making sure that their own needs are met.

The table below describes each of the styles, and gives examples when the style should or should not be used.

LEADERSHIP STYLE
Myers Briggs type, Jungian type, MTR-i team role

Description	When to use	When not to use
PARTICIPATIVE LEADERSHIP ESFJ/ENFJ, Extraverted Feeling (Jung), or Harmonising (MTR-i)		
People-oriented, motivator, builds personal relationships, likeable, interpersonal skills, cares for others	Commitment from others is critical, or sensitive situations	Decisions need to be forced through, conflict is being avoided
IDEOLOGICAL LEADERSHIP ISFP/INFP, Introverted Feeling (Jung), or Campaigning (MTR-i)		
Value-driven, has passion for key issues, focuses on important themes, champions the cause	The group has lost its sense of identity, or it is doing too many unimportant things	There is a problem that needs to be solved with dispassionate objectivity (eg: technical issues)
CHANGE-ORIENTED LEADERSHIP ENTP/ENFP, Extraverted Intuition (Jung), or Exploring (MTR-i)		
Tries things that are new, prototypes, introduces change, looks for unexpected outcomes, creates new opportunities, experiments	The group is 'stuck in a rut', or the status quo needs to be challenged	There are already too many initiatives under way and some stability is needed