Leadership Styles

Leadership is the interpersonal process that involves influencing and motivating team members to achieve their goals. Numerous studies show that when nurses have proper leadership, medical organizations present improvements in patient satisfaction and better patient safety outcomes. Some leadership styles include; authoritarian, democratic, laissez-faire, situational, bureaucratic, transformational, transactional, and servant leadership. Currently, it is said that transformational leadership has been the most effective for nurse leaders. Nurse leaders can more effectively coordinate health programs, and administrative activities within their organizations by integrating different leadership approaches.



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Theories of Leadership Approaches

Authoritarian Leadership
Author Writing All the Commands
An authoritarian leader is focused on keeping strong control. This is a dominating leader who commands a group, rather than allowing group input or suggestions.

Democratic Leadership
Democrat on a Donkey Working with the Team
Democratic leadership is also known as participative leadership. This type of leadership style promotes team members to participate in the decision-making and problem-solving process. The team members are said to feel more engaged in the management and more motivated to work efficiently.

Laissez-Faire Leadership
Lazy-ferret Passively Leading
Laissez-faire leadership exemplifies a passive or inactive style of approach. Decisions and actions are left to the group, and the leader provides very little guidance or support.

Situational Leadership
The Situation being Flexible
Situational leadership is a flexible type of leadership according to the needs of the group and goals to be achieved. This can be a combination of approaches based on the situation and circumstances.

Bureaucratic Leadership
Bureau-chief with Policies and Procedures
A bureaucratic leadership style is one in which the leader relies on the policies and procedures of the organization for decision-making and upholding the rules. This style of leadership is less flexible and more fixed.

Transformational Leadership
Transformer Forming a Big Picture
Transformational Leadership is a style that is focused on the big picture. This approach is focused on building relationships, sharing a vision and mission to motivate staff, and encouraging team members, inspiring people to improve performance levels.

Transactional Leadership
Team-members Transacting Tasks for Rewards
Transactional leadership is an approach that motivates team members through a system of rewards and punishments to get tasks accomplished. This type of approach focuses on getting the job done without significant change.

Servant Leadership
Servant Serving the Team
A servant leadership focuses on team success through individual team members. Servant leaders motivate others by creating relationships and developing the skills of the individual members, in addition to meeting the needs of each team member to provide input in decisions.

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