

12 TOP LEADERSHIP STYLES FOR CONTRACTORS



1. COACHING

A coaching leader is someone who can quickly recognize their team members' strengths, weaknesses, and motivations to help each individual improve. This type of leader often assists team members in setting smart goals and then provides regular feedback with challenging projects to promote growth. They're skilled in setting clear expectations and creating a positive, motivating environment.

2. VISIONARY

Visionary leaders have a powerful ability to drive progress and usher in periods of change by inspiring employees and earning trust for new ideas. A visionary leader is also able to establish a strong organizational bond. They strive to foster confidence among direct reports and colleagues alike.

3. SERVANT

Servant leaders live by a people-first mindset and believe that when team members feel personally and professionally fulfilled, they're more effective and more likely to regularly produce great work. Because of their emphasis on employee satisfaction and collaboration, they tend to achieve higher levels of respect.

4. AUTOCRATIC

Also called the "authoritarian style of leadership," this type of leader is someone who is focused primarily on results and efficiency. They often make decisions alone or with a small, trusted group and expect employees to do exactly what they're asked. It can be helpful to think of these types of leaders as military commanders.

5. LAISSEZ-FAIRE OR HANDS-OFF

Laissez-faire style is the opposite of the autocratic leadership type, focusing mostly on delegating many tasks to team members and providing little to no supervision. Because a laissez-faire leader does not spend their time intensely managing employees, they often have more time to dedicate to other projects.

6. DEMOCRATIC OR PARTICIPATIVE

The democratic style (also called the "participative style") is a combination of the autocratic and laissez-faire types of leaders. A democratic leader is someone who asks for input and considers feedback from their team before deciding. Because team members feel their voice is heard and their contributions matter, a democratic leadership style is often credited with fostering higher levels of employee engagement and workplace satisfaction.



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7. PACESETTER

The pacesetter style is one of the most effective for achieving fast results. Pacesetter leaders are primarily focused on performance, often set high standards and hold their team members accountable for achieving their goals.

8. TRANSFORMATIONAL

The transformational style is similar to the coach style in that it focuses on clear communication, goal setting and employee motivation. However, instead of placing the majority of the energy into each employee's individual goals, the transformational leader is driven by a commitment to organizational objectives.

9. TRANSACTIONAL

A transactional leader is someone who is laser-focused on performance, similar to a pacesetter. Under this leadership style, the manager establishes predetermined incentives—usually in the form of monetary reward for success and disciplinary action for failure. Unlike the pacesetter leadership style, though, transactional leaders are also focused on mentorship, instruction, and training to achieve goals and enjoy the rewards.

10. BUREAUCRATIC

Bureaucratic leaders are similar to autocratic leaders in that they expect their team members to follow the rules and procedures precisely as written. The bureaucratic style focuses on fixed duties within a hierarchy where each employee has a set list of responsibilities, and there is little need for collaboration and creativity. This leadership style is most effective in highly regulated industries or departments, such as finance, health care or government.

11. RELATIONSHIP ORIENTED

A relationship-driven leader is predominantly more concerned with the wellbeing and care of others around them. They tend to be trusting in nature, good listeners, and encouraging and supportive of their employees. Their main focus is on helping others to develop and providing plenty of feedback. Their instructions, however, may be less direct and focused than those of a results-oriented leader.

12. RESULTS ORIENTED

A results-oriented leader is one who tends to be decisive and confident in taking charge. They are focused, logical, and organized. Typically, they are task-orientated and will set high expectations for themselves and those around them. They are likely to be confident speaking out and direct with their language. They may be skeptical and challenging at times and may overlook the feelings of their employees.

