



STYLES OF *effective* LEADERSHIP

By Heather Bachman, MS, LAPC | EAP Counselor

Reflect on a time when you encountered a leader you didn't "click" with — perhaps a coach, teacher, instructor, or mentor. What traits or behaviors did they have that hindered your desire to learn, improve your skills, or engage in activities? Now, contrast this with a leader who motivated and empowered you. What traits did they possess?

Leaders play a crucial role in driving a company towards its goals. Recognizing the factors that contribute to achieving these goals is essential, as leadership profoundly influences productivity, job satisfaction, and the overall work environment. While leadership styles vary, Sylvia Melena categorizes them into four distinct groups:

Unsupportive Accountability leadership style portrays low supportiveness and high accountability. This style presents as more authoritarian, meaning enforcing strict guidelines, expectations, rules, and regulations. Where this style presents difficulty is often when the leader provides minimal necessary supports. Examples of this are accommodations related to emotional, material, or physical needs. This style often leads employees to burnout due to increased demand and low means/supports.

Supportive Unaccountability leadership style portrays high supportiveness and low accountability. This style presents supervisors as more of a friend, places higher importance on a feel good atmosphere, and less on the accountability/motivation of quality task completion.

Total Avoidance leadership style portrays low supportiveness and low accountability. This style presents as removed or hands-off. Often, this style will remove themselves from their duties, pass along to others, have minimal interactions/communications, and does not address concerns as they come. This can be referred to as the absent boss.



Supportive Accountability leadership style is the sweet spot of leadership styles. This style portrays high supportiveness and high accountability. This style often results in the highest job satisfaction and highest quality of work. This often embodies mutual trust, care, and respect between supervisors and their employees.

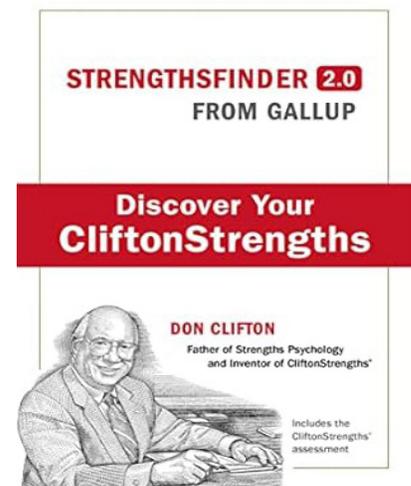
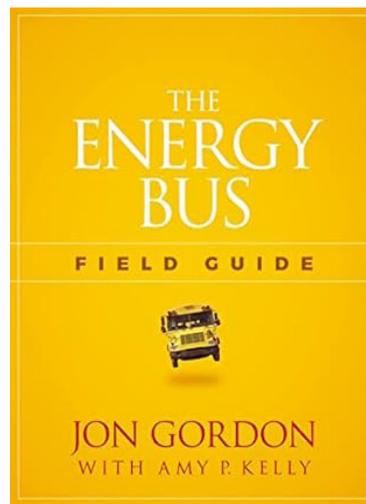
When activating a supportive accountability leadership style, Melena highlights actions that take place to achieve supportive accountability. There isn't necessarily a particular order of "how to's", but it is important that all these are present when striving for this leadership style!



Moments/Actions of Encouragement:

1. Reflect on your own leadership style. If there are components that you recognize of yourself that maybe fall under styles other than supportive accountability, give yourself grace. If you want to make changes to promote an effective and efficient workplace environment, today is a great day to start.
2. Reflect with your admin team. Are there components that can be improved as a whole? If so, what are realistic changes that can be made/implemented?
3. Change is good. It can also be scary, which is ok! Allowing change for the better of the whole will allow growth. A tree doesn't grow overnight, so the changes and implementations need time to grow as well.

Below are three books Heather recommends on leadership styles:



1. *Supportive Accountability* – Better understand the type of leader you currently are and where you want to be!
2. *The Energy Bus* – How our energy, drive, and purpose impacts those around you.
3. *CliftonStrengths* – Identifying strengths and individual qualities to embrace and improve differences within the work place. Reminder! We now offer strengths training through The Village's retail training offerings. For more information, visit www.TheVillageFamily.org/Strengths.