

**VISIONARY**

You move people towards a shared goal. Most effective when a clear vision is needed.

**COACHING**

You build towards the future by actively cultivating the talents of those on your team. Those on the team feel a sense of belonging.

**AFFILIATIVE**

You build an environment of trust and safety. Most effective when you are addressing a past rift, or trauma.

**DEMOCRATIC**

You build buy-in and participation by soliciting feedback from all members of the team.

**PACESETTER**

You lead by example, driving your team to meet goals.

**COERCIVE**

You give clear direction in a crisis or emergency. You command by fiat.

**POSITIVE**

**CUMULATIVE EFFECT ON MORALE**

**NEGATIVE**

# Daniel Goleman Leadership That Gets Results

**Yi-Tong Ma**



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