Solution

# 1. Authoritative

*Below is an example answer. Your solution may differ from the one provided – that’s okay! The goal is to think about how to put these leadership tips into practice.*

c. Authoritative style leadership is dictating based on authority and using fear as means to control those being led. The effects of this leadership style are: a) it is effective, organized and black & white, and b) it might feel demoralizing, and it hinders creativity and innovation.

Authoritative leadership is a traditional hierarchy-based leadership style based on authority and uses fear and consequence as means to control those being led. There are pros and cons of the authoritative leadership style.

Pros are that it is organized and effective. There is not a lot of grey area as rules, responsibilities, processes and regulations are laid out clearly in black and white. This works very well in organizations like the military or government entities where there is not a lot of room for grey areas.

There are also a number of cons, including lack of creativity and innovation. This is because those being led are afraid to fail, so stick with the safe status quo instead of trying out new ideas or paths for growth. People are afraid of failure because of the harsh consequences they will face, for example losing their jobs or being demoted.

In an authoritative leadership style the leader has a lot of control, and does not share this with the team or encourage team input into decision making. As a result of having no control or voice, those being led can feel demoralized, like they are only a cog in the machine and not a valued individual.