



Unit: Understanding Leadership  
**Skill 3: Determining Leadership Types and Circumstances**

**Activity B: Leadership Situations**

Worksheet

**Leadership Approaches:**

**Directing:** All directions are given and all decisions are made by the leader. Orders are handed down and expected to be carried out without input from the “follower”.

**Coaching:** The leader still decides the responsibility of followers, but also seeks their input.

**Supporting:** The leader gives over most decisions to the followers, overseeing the activity and retaining the final “Yes” or “No”, on decisions, but allowing most control to go to followers.

**Delegating:** the leader gives over major control to the follower, so the follower decides how and when the leader will be involved.

**Example Scenarios:**

1. You have been put in the leadership position of a group that you have worked with before. You are aware of the skills of each member of the group, and you know that they will be able to get their tasks done. However, the particular project that you are working on needs to have a very specific result, and you are concerned that the result the other members of the group produce will not be “just right”.

**Which leadership approach do you employ and why?**

2. You have been put in charge of a project and a group of volunteers who are to complete the project. When you ask if any of the volunteers have any experience, the replies are mainly shrugs, indicating that they are not entirely sure what the project really is.

**Which leadership approach do you employ and why?**

3. You are working with a group of individuals on a project that you are all knowledgeable about. There is no designated leader, but no one else is stepping forward to take charge of the project, and it is obvious they are not confident in their ability to make decisions.

**Which leadership approach do you employ and why?**

4. You are in charge of a group of people that you know very well, and you know they are capable. The task at hand is a common one for everyone involved.

**Which leadership approach do you employ and why?**