



## LEADERSHIP STYLES GROUPWORDS

As you lead your Small Group, your leadership style can help or hurt the whole process. Think though the following styles of leadership. Which one describes your style?

### AUTOCRATIC LEADERSHIP

These leaders are more interested in subject matter than people. They make all the decisions and comments, disregarding the views of others. Usually they focus the attention on themselves asking and answering all the questions. The other group members are treated as simply listeners and followers. This is not a good leadership style for a Small Group.

### LAISSEZ-FAIRE LEADERSHIP

These leaders exercise minimal control allowing the members to direct the meeting. They don't prepare and allow the discussion to drift so that the discussion moves from tangent to tangent. They make no attempt to regulate events or make plans for the future. Because of this lack of discipline, they unintentionally encourage fragmentation. They are not really concerned where the group is going. This is not a good leadership style because it has no goal or direction.

### AUTHORITATIVE LEADERSHIP

These leaders maintain strong control, yet they involve members in the discussion. They have a definite purpose and plan but are open to modification. They are ready to give direction and support, but they seek the involvement of others in the group. They take responsibility until others are ready to assume it. Their goal is to replace themselves with those they have equipped. This style is helpful in beginning a group or with a group that has a very specific purpose like a discipleship group or a training group.

### DEMOCRATIC LEADERSHIP

These leaders share control and responsibility with other members of the group. They believe in people and work to create a sense of security and belonging in the group. They ensure that others have leadership opportunities so that the group will be able to continue even if they are not there. This is the most appropriate leadership style for a Small Group study because everyone is involved, everyone is responsible, and therefore everyone grows.

Did you see yourself? Did one style describe you, or perhaps a combination of styles? Leadership development is an ongoing process and the most difficult part of the process is personal evaluation.

Ask God to show you where you are and what you need.