The Leadership Continuum
Tannenbaum and Schmidt's Model

AGED 607
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Typical 3 leadership styles

- **Autocratic**
  - Makes all decisions

- **Democratic**
  - Allows group input; makes decisions

- **Laissez-faire**
  - Allows group to make all decisions

Which style is best????

- Emergency!
- Large group
- Members do not know much about the project
- **AUTOCRATIC!**
Which style is best????

- Need members' to agree on actions ("buy-in")
- Small group
- Leader doesn't know much about the project
- LAIZZE-FAIRE!

LEADERSHIP CONTINUUM

• A  AUTHORITATIVE -TELLS
  - Leader knows the problem
  - Leader knows all the solutions
  - Leader tells the group what, when, and how to do the project

LEADERSHIP CONTINUUM

• B  POLITICAL -- SELLS
  - Leader knows the problem
  - Leader knows the solutions
  - Leader motivates the group to do what the leader wants
LEADERSHIP CONTINUUM

**C** EVALUATIVE -- TESTS
- Leader knows the problem
- Leader knows all the solutions
- Leader asks the group what they think about the solutions
- Leader picks the solutions

LEADERSHIP CONTINUUM

**D** PARTICIPATIVE - CONSULTS
- Leader knows the problem
- Leader asks the group what are their ideas
- Leader makes the decision

LEADERSHIP CONTINUUM

**E** LAISSEZ-FAIRE - JOINS
- Leader doesn't know the problem
- Members define the problem
- Members create solutions
- Members decide what to do
LEADERSHIP CONTINUUM

A  AUTHORITATIVE -- TELLS
B  POLITICAL -- SELLS
C  EVALUATIVE -- TESTS
D  PARTICIPATIVE -- CONSULTS
E  LAISSEZ-FAIRE -- JOINS

LEADERSHIP CONTINUUM

● LEADER - CENTERED

Authoritative
Political
Evaluative
Participative
Laissez-faire

● GROUP - CENTERED