**S.O.L.E.
Faculty of Veterinary Science**

*What's possible*

*Where we want to be*

*Where we are now*

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**Johari’s Window**

- **Open**
- **Blind**
- **Hidden**
- **Unknown**

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**Leadership Styles**

<table>
<thead>
<tr>
<th>Style</th>
<th>Focus</th>
<th>What it sounds like</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coercive</td>
<td>Demands immediate compliance</td>
<td>“Do what I tell you”</td>
</tr>
<tr>
<td>Authoritative</td>
<td>Mobilises people towards a vision</td>
<td>“Come with me”</td>
</tr>
<tr>
<td>Affiliative</td>
<td>Creates emotional bonds and harmony</td>
<td>“People come first”</td>
</tr>
</tbody>
</table>

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**Leadership Styles**

<table>
<thead>
<tr>
<th>Style</th>
<th>Focus</th>
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</thead>
<tbody>
<tr>
<td>Democratic</td>
<td>Builds consensus through participation</td>
<td>“What do you think?”</td>
</tr>
<tr>
<td>Pacesetting</td>
<td>Sets high standards for performance</td>
<td>“Do as I do, now”</td>
</tr>
<tr>
<td>Coaching</td>
<td>Develops people for the future</td>
<td>“Try this”</td>
</tr>
</tbody>
</table>

*Goleman 2000*
Leadership Styles

- Coercive
- Authoritative
- Affiliative
- Democratic
- Pacesetting
- Coaching

Which is your preferred style?

How many can you use?

References