

Six Managerial Styles You Need to Lead Effectively

1. Which best describes a “one-trick-pony” manager?

The Best Answer:

a. Someone who over-relies on a single managerial style

2. In what situation is the Command-and-control style most appropriate?

The Best Answer:

b. In a crisis or when teaching a beginner

3. It's always good to relate to people effectively, so there's no downside to the Relating style.

The Best Answer: False. There is a downside. Managers who over-rely on the Relating style sometimes can't make tough decisions, don't take charge in a crisis and don't push people hard enough to perform.

4. In what situation is the Democratic style most appropriate?

The Best Answer:

b. When planning

5. What is the biggest pitfall of the Hands-on style?

The Best Answer:

d. You create learned helplessness and de-motivate people

6. Which style did the Quick Take say was “arguably the most important”?

The Best Answer:

c. Goal-setting - The reason cited is that when goal-setting you're putting your vision and judgment on the line. There's a lot at stake when you say to your people, “These are the goals, and they're the RIGHT ones! Now, I'm delegating to you the task of achieving them.”

7. The Coaching style is the one most lacking in managers who over-rely on the Hands-on style.

The Best Answer: True. Coaching is a long-term strategy for empowering employees – teaching them to get results on their own. The Hands-on style is a short-term tactic where a manager intervenes and achieves an immediate result, but dis-empowers employees.