

Situational Leadership

Video – The Hersey Blanchard Model



The Situational Leadership Module is based on the premise that the best leaders adapt their style based on the needs of their followers not on their own preferred style. Even though this model was created in the 1970's the concepts are still current and many subsequent leadership models say the exact same thing, in more modern terms!

Instructions: Watch the video and fill in this worksheet.

During the introduction, the speaker asserts an answer to this question:
What's the best leadership style?

(hint, answer is in the first few seconds of the video)

Answer: _____

The Situational Leader model varies leadership style based on the readiness of the employee. Considering the work your team members will be doing this quarter, where would you place their names in the “readiness” quadrants?

D3

*Moderate to high competence
Moderate to high confidence*

D2

*Low to some competence
Low to some confidence*

D4

*High competence
High confidence*

D1

*Low competence
Low confidence*

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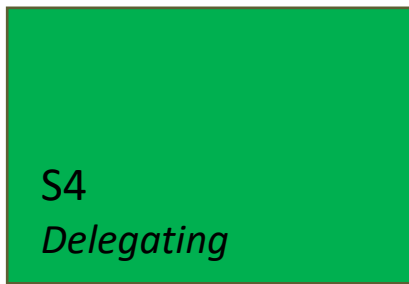


Based on where you've mapped each person, consider...

Which leadership style would you engage for each person?



Would you use more than one style?



Which leadership quadrant is most within your comfort zone?

Where will you need to flex in order to step into another quadrant?

Think about yourself for a moment. Where would you place yourself on the readiness map, and what support do you need from your manager?