SIX WAYS TO LEAD

DIFFERENT MOMENTS CALL FOR DIFFERENT LEADERSHIP STYLES

YALL PROGRAM
Youth Action in Local Leadership

SERVANT

What does the group need from me?

KEY WORDS
Listens • Helps • Supports • Includes

WHAT IT LOOKS LIKE
Puts the group's needs first. Notices who needs help. Makes room for every person.

EXAMPLE
Amari volunteers for an unpopular job during a school cleanup and makes sure no one works alone.

WORKS BEST WHEN
When people need support, trust, or a chance to be heard.

WATCH OUT
Helping does not mean doing everyone's work.

TRANSFORMATIONAL

What could we accomplish together?

KEY WORDS
Inspires • Motivates • Imagines • Energizes

WHAT IT LOOKS LIKE
Builds excitement around a shared goal. Helps people see what is possible.

EXAMPLE
Zoe gets classmates excited about turning an unused courtyard into a student reading and relaxation space.

WORKS BEST WHEN
When a group needs energy, hope, or a shared purpose.

WATCH OUT
A big vision still needs a realistic plan.

DEMOCRATIC

What does everyone think?

KEY WORDS
Asks • Listens • Includes • Decides together

WHAT IT LOOKS LIKE
Invites ideas before deciding. Helps the group compare choices.

EXAMPLE
Marcus asks his club members how they should spend their leftover fundraiser money and holds a vote.

WORKS BEST WHEN
When a decision affects everyone and there is time for input.

WATCH OUT
Too much discussion can slow the group down.

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COACHING

How can I help you grow?

KEY WORDS
Teaches • Encourages • Practices • Gives feedback

WHAT IT LOOKS LIKE
Helps someone build a skill. Gives useful feedback and encourages practice.

EXAMPLE
Elena helps the new club secretary by demonstrating one section, offering feedback, and letting them practice.

WORKS BEST WHEN
When someone wants to learn, improve, or gain confidence.

WATCH OUT
Feedback should help—not embarrass or control someone.

AUTOCRATIC

This is what we need to do.

KEY WORDS
Direct • Decisive • Organized • Quick

WHAT IT LOOKS LIKE
Makes the decision and gives clear instructions. Assigns roles quickly.

EXAMPLE
With one minute left, the robotics captain quickly assigns each person a job to finish the build.

WORKS BEST WHEN
During an emergency, tight deadline, or task needing one clear direction.

WATCH OUT
Using it too often can make others feel ignored.

LAISSEZ-FAIRE

You have the freedom to decide how to do this.

KEY WORDS
Trusts • Steps back • Delegates • Gives freedom

WHAT IT LOOKS LIKE
Lets capable people choose how to do the work while staying available.

EXAMPLE
The leader of an experienced group of musicians lets each person choose how to practice while remaining available if help is needed.

WORKS BEST WHEN
When the group is experienced, responsible, and clear about the goal.

WATCH OUT
Stepping back is not the same as disappearing.