

# chapter 4

Understanding  
Philosophy and Styles



# LEADERSHIP PHILOSOPHY EXPLAINED

- Theory X
- Assumption # 1. The average person dislikes work and will avoid it if possible.
- Assumption #2: People need to be direct and controlled.
- Assumption #3. People want security, not responsibility.
- 

TABLE 4.1 Assumptions of McGregor's Theory X

McGregor's Theory X
1. People dislike work.
2. People need to be directed and controlled.
3. People want security, not responsibility.

# LEADERSHIP PHILOSOPHY EXPLAINED


- Theory Y
- Assumption # 1. The average person does not inherently dislike work . Doing work is as natural as play.
- Assumption #2: People will show responsibility and self-control toward goals to which they are committed.
- Assumption #3. In the proper environment, the average person learns to accept and seek responsibility

TABLE 4.2 Assumptions of McGregor's Theory Y

McGregor's Theory Y
1. People like work.
2. People are self-motivated.
3. People accept and seek responsibility.



# leadership style

- . Leadership style is defined as the behaviors of leaders, focusing on what leaders do and how they act.
  - **Authoritarian Leadership Style**
  - **Authoritarian Leadership Style**
  - **Laissez-Faire Leadership Style**
- 

# LEADERSHIP STYLES IN PRACTICE

- Each leader has a unique style of leadership. Some are very demanding and assertive while others are more open and participative. Similarly, some leaders could be called micromanagers, while others could be labeled nondirective leaders. Whatever the case, it is useful and instructive to characterize your leadership regarding the degree to which you are authoritarian, democratic, or laissez-faire. It is important to note that these styles of leadership are not distinct entities; it is best to think of them as occurring along a continuum, from high leader influence to low leader influence

FIGURE 4.1 Styles of Leadership

