



THE PURSUIT OF HAPPINESS AT WORK

A PRACTICAL GUIDE TO HAVING A PURPOSE-FILLED CAREER

The Importance of Understanding Leadership Styles

People do not typically leave companies, they leave bosses. In fact, research shows that 57% of people quit their job because of their manager. More specifically, the employee left due to a challenge with the way the manager led their team.

On one extreme, these management leadership challenges could be due to a lack of proper training. CareerBuilder expressed that most managers were promoted because they were good at what they did, however 58% of them didn't receive any management training once promoted.

On the other hand, the manager could be well trained, however their leadership style may differ from that of their employee.

The leadership style of your manager can play a critical role in your career happiness and job performance. It's important to assess which leadership styles best fit your personality and contribute to your overall sense of well-being at work.

The five most common leadership styles are:

1. Authoritarian leaders impose expectations and define outcomes for their teams
2. Participative leaders involve team members in the decision-making process
3. Delegative leaders, also known as "laissez-faire leaders", focus on delegating initiatives to team members
4. Transactional leaders use "transactions" with his or her followers - rewards, punishments and other exchanges - to get the job done
5. Transformational leaders inspire his or her team with a vision and then encourages and empowers them to achieve it

You can find more information about the common leadership styles here:

<https://www.wework.com/ideas/professional-development/management-leadership/five-common-leadership-styles-and-how-to-find-your-own>

