

Leadership Decision Matrix			
Situational	Primal	Transformational	Leadership
Challenges	Challenges	Challenges	Challenges
<ul style="list-style-type: none"> ✓ Rapid Change ✓ Unanticipated Circumstances ✓ Knowing my people's needs ✓ How do I lead them 	<ul style="list-style-type: none"> ✓ Ensuring stability ✓ Providing emotional assurances, guidance and order ✓ Enabler of specialization 	<ul style="list-style-type: none"> ✓ Inspiring others to the vision ✓ Organizational paralysis ✓ Overcoming limited expectations ✓ Overcoming distractions and obstacles 	<ul style="list-style-type: none"> ✓ Leadership vs. management ✓ Official and unofficial leadership ✓ Formal and informal leadership

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Situational	Primal	Transformational	Leadership
Characteristics	Characteristics	Characteristics	Characteristics
<ul style="list-style-type: none"> ✓ Leadership ✓ Trust ✓ Guidance ✓ Directive ✓ Supportive 	<ul style="list-style-type: none"> ✓ Emotional Intelligence ✓ Communication ✓ Inspirational ✓ Resonance 	<ul style="list-style-type: none"> ✓ Ambitious ✓ Intelligent ✓ Articulate ✓ Servant leader ✓ Success of purpose driven ✓ Gives Credit ✓ Uses Humor ✓ Strong Ego ✓ Considers employees to be volunteers 	<ul style="list-style-type: none"> ✓ Wisdom ✓ Enlightenment ✓ Understanding ✓ Problem Solving ✓ Organizational skills

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Approach	Approach	Approach	Approach
<ul style="list-style-type: none"> ✓ Directive ✓ Supportive ✓ Autocratic ✓ Democratic 	<ul style="list-style-type: none"> ✓ Stability ✓ Guidance ✓ Assuredness 	<ul style="list-style-type: none"> ✓ Servant to people ✓ Selling a vision ✓ Inspiring and motivating to action 	<ul style="list-style-type: none"> ✓ Vision ✓ Inspiring ✓ Collaborating ✓ Mentoring ✓ Coaching

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Payoff	Payoff	Payoff	Payoff
<ul style="list-style-type: none"> ✓ Adaptive ✓ Meets Challenge ✓ Recognizes needs 	<ul style="list-style-type: none"> ✓ Self-management ✓ Self-awareness ✓ Social awareness 	<ul style="list-style-type: none"> ✓ Developing the vision ✓ Selling the vision ✓ Finding the way ✓ Leading the charge 	<ul style="list-style-type: none"> ✓ Right thing ✓ Right time ✓ Right way ✓ Right reason