Your standards are set very high for both you and your team. One of the critical attributes of your leadership style is that you lead by example. Pacesetters usually have an informal approach that allows them to interact with employees at all levels in their organization. They tend to be persistent and demanding leaders who have high expectations for their team. The times when the pacesetting leadership style is the most effective is when working with a driven and motivated team but can cause burnout to the team members.

You are an expert in your field of work, and you can clearly articulate your vision and the path to success. You take a firm but fair approach that mobilizes team members toward accomplishing a specific goal. By encouraging and motivating team members, and offering constructive criticism and clear feedback, the visionary leader’s strength is in their enthusiastic long-term guidance. This tends to inspire creativity, engagement, and unity within the team. This type of leader should be aware that they can come off as overbearing and can cause dysfunction in the team.

Your leadership style guides you in your role as a leader. Having an understanding of your leadership style will help you become a better communicator with those you are mentoring. Once you use a leadership survey and identify your leadership style, you will be able to determine your strengths and weaknesses. You can use these results to form a positive mentor/mentee relationship.

You demand immediate compliance from your team. The main attribute of your style is that you have solid goals you wish to achieve, and you know how to build a clear path to success by delegating exactly what needs to be done. The commanding leader provides direction and demands conformity. A concern with this style is because this approach is so direct, team members can begin to feel undervalued and experience a drop in their morale.

You are proud of your ability to keep your team happy and create a harmonious work environment. You build strong relationships with the hope that these relationships will bring a strong sense of loyalty and commitment to the team. An affiliative leader applauds and bolsters their team, which cultivates a sense of belonging in their organization, which creates a positive workspace. This type of leader must try to avoid promoting mediocrity and low-performance among the team. Using tools like constructive criticism and coaching with the affiliative style helps the team to progress and reach their targets.

**Pacesetter Leadership Style**

- Your standards are set very high for both you and your team.
- One of the critical attributes of your leadership style is that you lead by example.
- Pacesetters usually have an informal approach that allows them to interact with employees at all levels in their organization.
- They tend to be persistent and demanding leaders who have high expectations for their team.
- The times when the pacesetting leadership style is the most effective is when working with a driven and motivated team.
- But can cause burnout to the team members.

**Commander Leadership Style**

- You demand immediate compliance from your team.
- The main attribute of your style is that you have solid goals you wish to achieve.
- You know how to build a clear path to success by delegating exactly what needs to be done.
- The commanding leader provides direction and demands conformity.
- A concern with this style is because this approach is so direct, team members can begin to feel undervalued and experience a drop in their morale.

**Visionary Leadership Style**

- You are an expert in your field of work, and you can clearly articulate your vision and the path to success.
- You take a firm but fair approach that mobilizes team members toward accomplishing a specific goal.
- By encouraging and motivating team members, and offering constructive criticism and clear feedback, the visionary leader’s strength is in their enthusiastic long-term guidance.
- This tends to inspire creativity, engagement, and unity within the team.
- This type of leader should be aware that they can come off as overbearing and can cause dysfunction in the team.

**Affiliate Leadership Style**

- You are proud of your ability to keep your team happy and create a harmonious work environment.
- You build strong relationships with the hope that these relationships will bring a strong sense of loyalty and commitment to the team.
- An affiliative leader applauds and bolsters their team, which cultivates a sense of belonging in their organization, which creates a positive workspace.
- This type of leader must try to avoid promoting mediocrity and low-performance among the team.
- Using tools like constructive criticism and coaching with the affiliative style helps the team to progress and reach their targets.
Leadership in mentoring is important to establish an effective mentoring relationship. This enables mentees to see what great leadership looks like, as the mentor is technically leading them. Mentors should be using soft leadership skills to effectively communicate; leadership skills to encourage them and drive them forward; and hard leadership skills to hold them accountable for real progress.

The mentee is able to learn about people management, discover how they like to be treated by peers, and learn what type of encouragement and interaction spurs them to be the best version of themselves. A good mentor will know how to draw a mentee out of their comfort zone into more leadership oriented environments and scenarios, and can talk with a mentee about how they can address certain scenarios they are encountering in real-life, putting leadership skills into real-life context and real-life practice.

Your leadership style guides you in your role as a leader. Having an understanding of your leadership style will help you become a better communicator with those you are leading. Most personal leadership styles have both advantages and drawbacks. If you know your leadership style, you can use its advantages to maximize the results that mentees achieve. You can also make adjustments to compensate for the drawbacks of your leadership style. The ultimate goal is to make the environment conducive for all so that you succeed as a leader and mentees enjoy working for you.

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**Coach Leadership Style**

You help your team to envision how everything fits together. Your ability and interest in helping others means that you excel at developing a long-term plan to reach goals, with your team by your side. Coaching leaders focus on the strengths and weaknesses of their team members to help encourage them along the way. The coaching style is very effective at improving results.

Coaching leaders provide a positive work environment, and employees understand and get behind the overall strategy of the company.

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**Democrat Leadership Style**

You reach for consensus through collaboration and feedback. You recognize that your team has valuable ideas that are worth exploring. You are focused on building an environment of trust, commitment, and respect. Democratic leaders are open to input, which improves decision-making and helps to motivate team members.

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**Why is knowing your leadership style important in a mentoring relationship?**

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