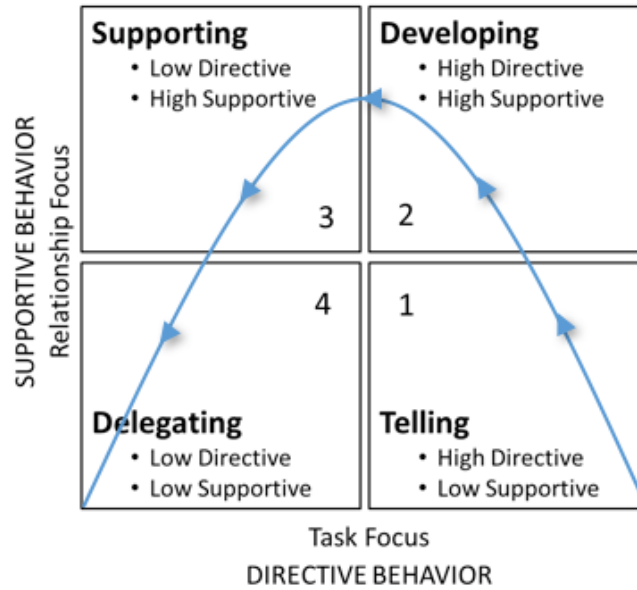


# Situational Leadership

## Situational Leadership

The situational leadership model examines the relationship between the amount of direction (task behavior), support (relationship behavior), and the readiness level of the individual or group to do a given task or assignment.  
 - Based on the work of Paul Hersey and Ken Blanchard



### Impact of Clarity

One factor impacting the amount of direction needed will be degree of clarity there is in the job or task to be performed. As clarity increases, the amount of direction needed decreases.



### Impact of Readiness and Maturity

As the willingness and ability to take responsibility (in relationship to the task, project or assignment) continues to increase, you (the leader) can reduce your task behavior and increase your relationship behavior.



As the individual or group begins to move into an above average level of maturity (development), it becomes appropriate for you to decrease both task and relationship behavior.



### Need for Support

As the leader you will also want to evaluate the amount of support an individual or group needs to maintain motivation and keep moving forward. Varying levels of involvement will be needed for different groups.

# Situational Leadership

## Applying the Situational Leadership Style

In a situational leadership approach, a leader tailors his or her style to fit the needs of the group (or individual), the work environment and his/her own inclination. A leader's style will depend upon the needs of the employees and the tasks to be accomplished.

To determine your approach, look at three key issues:

### 1. The clarity of the job to be done

- How well defined the job is relates to how much direction is required.
- Clear definition = low task direction. Unclear definition = high task direction.

### 2. Readiness and maturity of the group or individual

- How willing and able is the group or individual to take responsibility to do the task?
- Do the employees possess the level of knowledge and experience in relationship to do the task?

### 3. The amount of support needed

- How much attention is needed to keep the group (or individual) motivated?
- What is the amount of support needed given the situation and the level of maturity of an individual or group?

### Personal Reflection

Identify an assignment (task, project, activity) that needs to be completed.

1. How well defined is the assignment?
2. How much support do you need to give?
3. How willing or able is the group to do the assignment?

Which quadrant do you think you should lead from and why?

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Visit [\*Bishop House's Leadwell Knowledge Base\*](#) for more resources on the topics that matter most to leaders

# Situational Leadership



**Bishop House**  
**Leadwell**  
Knowledge Base

**New Leader**  
Whether you just got promoted and don't know where to begin, or you have been in a leadership role for a while, these resources will provide you with valuable insight into the fundamentals of leadership.

**Managing Change**  
Managing change can be challenging. Look here for ideas on how you can manage yourself through change and strategies for leading your team through change.

**Effective Communication**  
Effective communication skills are essential to effective leadership. Click here to explore how to better communicate with employees, peers and others.

**Managing Up**  
How to manage up when your boss has you down. Look here for strategies for dealing with your boss.

**Your Development**  
Look here for ideas on how to develop as a leader and to continue to grow in your leadership knowledge.

**Managing Performance**  
Explore content about being a coach to your employees, guiding them to success, managing poor performers, motivating good performers and more.

**Productivity**  
Insights and tips on how to be more productive as a manager. Learn how to effectively and efficiently manage time, emails, meetings and other aspects of your role as a leader.

**Building My Team**  
Resources for learning how to build a cohesive team as well as strategies for where to start when it is anything but.