

**FREEDOM V
CONT.**

leadership:

influencing others towards self-governance

MOST INFLUENTIAL

REFERENT

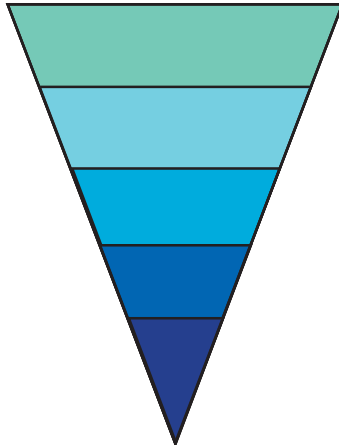
EXPERT

REWARD

COERCIVE

POSITIONAL

LEAST INFLUENTIAL



MOST DEVELOPMENTAL

TRANSFORMATIONAL

DELEGATIVE

PARTICIPATIVE

TRANSACTIONAL

DIRECTIVE

LEAST DEVELOPMENTAL

INFLUENCE

REFERENT

This type of influence comes from doing life right. You can give your referent power away through inappropriate actions or statements. You gain more referent power through strengthening your pillars.*

EXPERT

Comes from demonstrating a level of expertise in an area that is greater than what the observer possesses. You gain influence through demonstrating proficiency. You lose it through ineptness.

REWARD

Comes from the perception that you have the ability to reward. If you do not follow through you lose influence.

COERCIVE

Comes from the perception that you have the ability to punish. If you do not follow through you lose influence.

POSITIONAL

Based on a title, job, or position. You can gain positional power by being placed in positions of authority.

LEADERSHIP

TRANSFORMATIONAL

There is a shared THP. Demonstrate commitment to and provide clarity of the THERE, share the HERE with transparency, and help the team have a shared mental model of how to negotiate the path. They create a culture people want to be a part of.

DELEGATIVE

Assigns the THERE, and individuals are delegated with the task of finding the PATH. You can delegate authority but not responsibility. The leader is still responsible and must measure small and often.

PARTICIPATIVE

In-person training, the leader shows you the THP. Very effective for teaching and mentoring. Relies mostly on expert power.

TRANSACTIONAL

If you do this you will get something in return, if you don't do it a consequence will be involved. Based mostly on positional, coercive and reward power. When used temporarily it can help people develop good habits.

DIRECTIVE

Assigning THP to others. Dictate where we are going, where we are, and the PATH forward. Least developmental, and based mostly on positional power.