

Management Styles - Special Edition

What characteristics make a successful manager? You might not agree!

Positive	It depends on the context	Negative
Pragmatic. You are 'realistic' and 'focused' on getting things done.	Task-oriented. You are focused on completing tasks but this might imply a lack of people skills.	Confrontational. You like to fight and argue with your team/colleagues.
Methodical. You apply a 'systematic' approach to your work. The only danger might be a lack of flexibility.	People-oriented. You work well with people but this might imply a lack of technical skills.	Erratic. Your management performance fluctuates over time.
Analytical. You are able to scrutinise the detail in a project or activity.	Ambitious. A good thing but in some cultures overtly displaying too much ambition is not viewed well.	Stubborn. You refuse to admit you are wrong. Sometimes you need to fight your corner but generally a negative quality at work.
Empowering. You delegate responsibility and develop skills and confidence in your team.	Political. You understand how to get things done in an organisation. This can, however, imply a lack of integrity.	Emotional. You cannot control your emotions effectively in the workplace.
Prudent. You properly evaluate the risks before taking a decision.	Cautious. You don't like taking risks; this can be positive or negative depending on the context.	Two-faced. You are superficially nice to somebody but criticise them behind their back.
Dependable. You can be trusted; you are 'reliable' and 'consistent'. Similar to 'sensible' and 'responsible'.	Understated. This is generally positive. You are quiet but not shy. However, in certain situations, this might hold you back.	Autocratic. Similar to 'dictatorial'. You tell people what they must do and do not accept any disagreement/feedback.
Charismatic. You inspire and motivate others through the strength of your personality. You are 'passionate' about your work and convey this. You might be 'visionary' in inspiring your team towards a shared vision of the future.	Hands on. You like to manage your team closely and get involved in the detail of their work. This could be good or bad depending on the context.	Controlling. This is not the same as 'control'. It implies you can be 'manipulative' in wanting to control a situation or person.
Rational. You are very 'objective' and not affected by emotion in your decisions. Similar to 'logical' where you look to apply reason to your decisions.	Hands off. You like to step back and delegate responsibility to your team. This could be good or bad. This is similar to a 'laissez-faire' style of management.	Inefficient. You are not 'productive' in your use of time at work.
Flexible. You are able to adapt to changing circumstances.	Consensus seeker. You look for agreement. This is often a strength but this might delay effective decision making.	Incompetent. You don't have the skills necessary to do your job.
Decisive. You are able to take quick and effective decisions.	Loyal. You are 'committed' to your team/work over the long term. This is generally a very good thing but loyalty can be misplaced.	Unprofessional. You do or say things that are inappropriate to the workplace. You say things that might be 'inconsiderate' to your team.
Collaborative. You like to work in teams. You are 'open' and 'democratic' in your approach to decision making.	Centralising. You do not like to delegate responsibilities across individuals or teams. This might be appropriate or inappropriate.	Disorganised. Your approach to work is chaotic!
Diplomatic. You are able to mediate effectively to resolve conflicts between people and teams.	Creative. This is a great quality, but might not be necessary as a manager. Your role might be to facilitate/foster creativity.	Unsupportive. You don't give the necessary time and attention to your team.