

7.3 Leadership

Name: _____ Class: _____ Date: _____ **Total: 29 marks**

KEY WORDS leadership • leadership style • autocratic
• democratic • emotional intelligence

Objective

Build the skills to answer exam questions on **leadership** – the four **leadership styles** (**autocratic**, **democratic**, **paternalistic**, **laissez-faire**), **emotional intelligence**, and **leading change**.

You must be able to:

- describe the four leadership styles and when each suits
- explain emotional intelligence and why it helps a leader
- analyse and evaluate the best leadership style for a situation

1 Key knowledge and worked examples

■ Leadership styles



Autocratic keeps all control; laissez-faire gives staff the most freedom

- **Autocratic:** leader decides alone – fast, good in a crisis. **Democratic:** asks staff – motivating, better ideas.
- **Paternalistic:** decides in staff’s “best interests”. **Laissez-faire:** gives staff freedom – suits skilled staff.
- **Emotional intelligence:** understanding and managing feelings → builds trust, eases change.

Answer shapes: AO1 + AO2 + AO3 (reasoning chain) + AO4 (a supported judgement *in context*).

2 Practice

2.1 State two leadership styles. [2]

2.2 Define the term *autocratic leadership*. [2]

2.3 Define the term *emotional intelligence*. [2]

3 Exam-style questions

3.1 Explain one situation in which an **autocratic** leadership style is most suitable. [3]

3.2 Analyse two benefits to a business of a **democratic** leadership style. [8]

3.3 A business is going through major change. Evaluate which leadership style its managers should use. [12]