

# Leadership Style

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- [Neurosurgery resident leadership development: an innovative approach](#)
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Studies have shown that healthcare [team motivation](#) strongly correlates with [leadership style](#), [recognition](#), [workload balance](#), and [communication culture](#).

**Definition:** Leadership style is the manner in which a leader guides, motivates, and interacts with their team. In healthcare, leadership style impacts team performance, culture, safety, and staff well-being.

## Common Leadership Styles

| Style                        | Description  |
|------------------------------|--|
| <b>Transformational</b>      | Inspires and empowers team members, fostering innovation and growth.     |
| <b>Transactional</b>         | Focused on structure, rules, and rewards/penalties based on performance. |
| <b>Autocratic</b>            | Leader makes decisions independently with limited team input.            |
| <b>Democratic leadership</b> | Team input is valued; decisions are made collaboratively.                |
| <b>Laissez-faire</b>         | Minimal leadership involvement; team works independently.                |
| <b>Servant leadership</b>    | Leader prioritizes the needs and development of the team.                |

## Importance in Neurosurgery

- Influences communication culture and psychological safety.
- Shapes team motivation, engagement, and job satisfaction.
- Affects the effectiveness of teaching, supervision, and QI efforts.

## Example

A democratic leader encourages residents and nurses to help define care protocols, resulting in high buy-in and collaborative innovation.

## Related Pages

- [communication\\_culture](#)
- [psychological\\_safety](#)

- [feedback\\_culture](#)
- [team\\_motivation](#)

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Last update: **2025/05/27 18:48**

