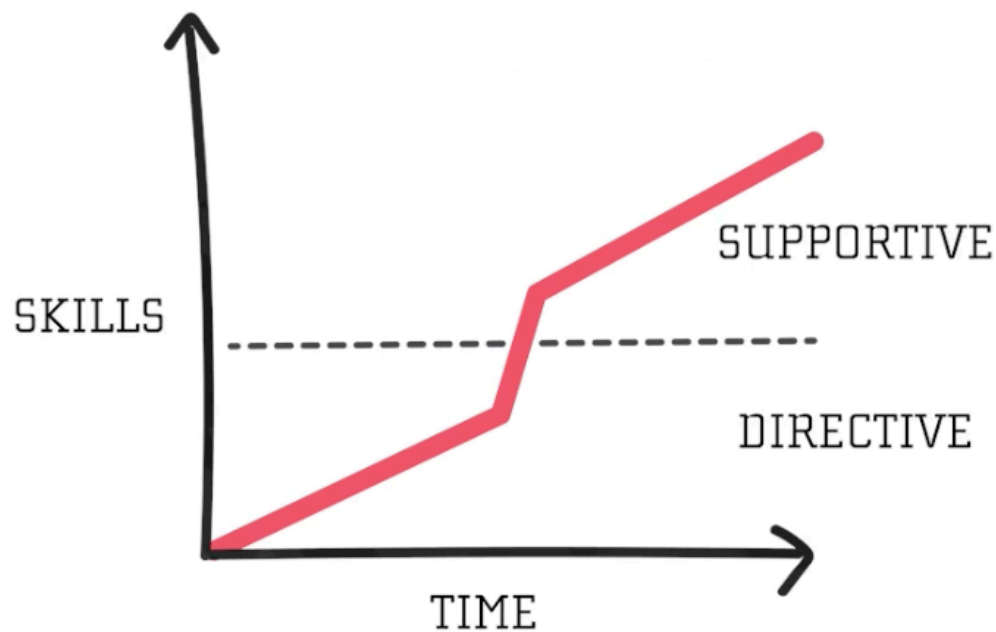


Situational Leadership Theory



Development Level	Competence	Motivation
Freshman: <i>Enthusiastic Beginner</i>	Low	High
Sophomore: <i>Disillusioned Learner</i>	Some	Low
Junior: Reluctant Contributor	High	Variable
Senior: <i>Peak Performer</i>	High	High

Supervision Style	Directive Supervision	Supportive Supervision
Directive	High	Low
Coaching	High	High
Supporting	Low	High
Delegating	Low	Low

Source: Adapted from Hersey, Blanchard, and Johnson (2001)