Connective leadership is about:
- Identifying leadership strategies
- Helping divergent groups come together
- Planting and nourishing seeds of understanding
- Fostering collaboration and collective action

“Those leaders who employ the broadest and most flexible leadership repertoire are most likely to meet the complex challenges of the Connective Era.” (Connective Leadership Institute)
Relational Styles: Contributes to others’ tasks

Collaborative
Like to work on teams, enjoy camaraderie, take responsibility for success and failure.

Contributory
Prefer to contribute to another person's achievement behind the scenes, e.g. speech writer.

Vicarious
Anyone who’s a parent will recognise this style. It’s about coaching, giving advice. You don't do the job for them, but support them, give them the tools, mentor, teach.
# Direct Styles: Masters own tasks

## Intrinsic
Get satisfaction and reward from the intrinsic nature of the task - love a challenge, have an internal standard of excellence.

## Competitive
Want to be the best. Get satisfaction from winning, have an external standard of excellence.

## Power
Like to bring order out of chaos, good at organising - people, tasks, resources. Like to be in control.
### Instrumental Styles: Maximises interactions

#### Personal
Use everything about themselves to attract you to them and their cause. Good negotiators, mediators, connectors.

#### Social
Oriented toward other people. Call on just the right people, with the right experience, skills, and contacts and bring them together in a very open and ethical way.

#### Entrusting
Leads by expectation, expects everybody to do whatever the task requires. Expect people to live up to their expectations.
Connective leadership quiz

There are five questions with answers in purple (a), orange (b), and pink (c).

Pick one answer per question and make a note of the colour or number. Try to be honest and answer how you would behave in most situations.

Remember, there are no right or wrong answers!
I get most satisfaction from...

a) Finding the right people to do the job

b) Completing a task to the highest possible standard

c) Working with others to get a task done
A team is most effective when...

a) People feel committed to the vision

b) Everyone knows their roles and responsibilities

c) Everyone pulls together to get the job done
When a group or team are unable to solve a problem, I will...

a) Let the group work it out

b) Act quickly to correct and redirect

c) Work with the group to support their problem solving efforts
When someone is rewarded for work we have done together, I feel...

- a) A sense of a job well done
- b) A sense of unfairness
- c) Proud of their achievements
When working with others it is important to...

a) Set clear expectations
b) Monitor progress carefully
c) Support one another
The results!

**Mostly Purple (a): Instrumental**

The instrumental set reflects those behaviours described as ‘denatured Machiavellianism.’ The political savvy embedded in the instrumental styles helps to diminish the sparks created by the friction among people and groups with different agendas. These behaviours tie the other two sets together.

**Mostly Orange (b): Direct**

People who prefer the direct set of behavioural styles tend to confront their own tasks individually and directly, they don’t like intermediaries (hence the ‘direct’ label).

**Mostly Pink (c): Relational**

People who prefer to work on group tasks or to help others attain their goals draw on behaviours described in the relational set.