

The Leadership Balance Model

		Level of Confidence Instilled	
		Low	High
Level of Challenge Instilled	High	The “merciless” manager Staff feels ... Stretched Overwhelmed Pessimistic	The “effective” manager Staff feels ... Inspired Optimal performance Most engaged
	Low	The “hands-off” manager Staff feels ... Detached Ineffective Least engaged	The “nice” manager Staff feels ... Complacent Satisfied Maintenance mode