



THEORY X (TASK ORIENTED)

Leaders with this thinking believe that people dislike work, try to avoid it and must be forced and prodded. The belief is that people avoid responsibility and are motivated by the fear of punishment. Many managers lean toward this style of management, and often with poor results.

- Aloof
- Short-tempered
- Results Driven
- Deadline Driven
- Intolerant
- Arrogant
- Distant
- Shouts
- Deadlines
- Ultimatums
- Demanding
- Poor Listener
- Does not Thank or Praise

THEORY Y (PEOPLE ORIENTED)

Leaders with this thinking believe that work is fulfilling to people and an environment should be created to facilitate growth and responsibility.

- Team Player
- Long-term Thinker
- Positive Work Environment
- Self-Motivated
- Supportive
- Enjoys Responsibility
- Creative
- Praises and Thanks
- Welcomes Feedback