

EDLS210

Leadership in Education

Towards understanding leadership behaviour

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Situational leadership – correcting regressive readiness

The diagram is a 2x2 matrix. The vertical axis is labeled 'RELATIONSHIP BEHAVIOUR' with '(HIGH)' at the top and '(LOW)' at the bottom. The horizontal axis is labeled 'TASK BEHAVIOUR' with '(LOW)' on the left and '(HIGH)' on the right. The four quadrants are: top-left 'PARTICIPATING' (S3), top-right 'SELLING' (S2), bottom-left 'DELEGATING' (S4), and bottom-right 'TELLING' (S1). A curved arrow starts at the bottom-left (S4) and moves clockwise through S3, S2, and S1. Below the matrix, a horizontal bar represents 'FOLLOWER READINESS' with four colored boxes: R4 (red), R3 (orange), R2 (yellow), and R1 (green). R4 is aligned with the 'DELEGATING' quadrant, R3 with 'PARTICIPATING', R2 with 'SELLING', and R1 with 'TELLING'. A red arrow points from R4 towards R3. The text 'Institute of Educational Leadership' is written vertically on the right side of the diagram. The University of Jyväskylä logo is at the bottom right.

Treat the person according to the PRESENT readiness – not according to what it used to be

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