

# Me versus We

"I must follow the people. Am I not their leader?" - Benjamin Disraeli

## Participative Theory

Participative leadership theories suggest that the ideal leadership style is one that takes the input of others into account. These leaders encourage participation and contributions from group members and help group members feel more relevant and committed to the decision-making process. In participative theories, however, the leader retains the right to allow the input of others.

<http://psychology.about.com/od/leadership/p/leadtheories.htm>

< Not participative		Highly participative >		
Autocratic decision by leader	Leader proposes decision, listens to feedback, then decides	Team proposes decision, leader has final decision	Joint decision with team as equals	Leader delegates decision to team

[http://changingminds.org/disciplines/leadership/styles/participative\\_leadership.htm](http://changingminds.org/disciplines/leadership/styles/participative_leadership.htm)

### Lower differentiated people

- Unable to separate feeling from thinking
- Reactive & emotionally driven
- Stuck together with or cut off from family and/or significant others
- Conform (chameleon) or rebel (bully)
- Need to control functioning of Others
- Less flexible, less adaptable, more emotionally dependent
- Easily stressed into dysfunction, difficult to recover from dysfunction
- Inherit a high percentage of all human problems
- Life course determined by what feels right

### Higher differentiated people

- Able to access thinking in high anxiety
- Responsive & thoughtful consideration
- Connected with significant others while maintaining separate Self
- Self-defined, Self-validating
- Focused on control of Self functioning
- More flexible, more adaptable, more emotionally independent
- Cope better with life stresses, recover rapidly from stress induced dysfunction
- Remarkably free of human problems, lives are more orderly and successful
- Life course based on principled beliefs (Bowen, 1978)

<http://www.simplemarriage.net/taking-your-shape-me-versus-we.html>

assertion vs. compliance

individuality vs. team mentality