



Levels	No Orientation	Relationship Orientation	Task Orientation	Both
Less Successful (less effective, And less efficient)	Deserter	<p><i>Development</i> ←</p> <p>Missionary</p> <ul style="list-style-type: none"> -Emphasizes positive climate in the work place. -Sensitive to subordinates' personal needs and concerns. ← <i>الحاجات الشخصية</i> -Priority is to keep people happy. ← <i>ارضه الناس فقط</i> -Avoid conflict, cannot enforcing control, cannot say 'No' or denying request, cannot give negative appraisals. <p>Ineffective because the strong desire to be seen as (good person) prevents disruption of relationship to get production. ← <i>كثبان تافظ على علاقة الناس وما تزعلهم بتعرجالك</i></p>	<p>Autocrat</p> <ul style="list-style-type: none"> -The immediate task before all other consideration -Unilateral decisions without explain or justify them. -Such managers minimize interaction with people. -Ineffective because such manager has little confidence in others and no accounts for human relation. -Employees may dislike such manager and cannot be work unless there is a direct supervision pressure. 	Compromiser
	Basic Or Latent	Separated	Relationship	Task
More successful (More Effective And More Efficient)	Bureaucratic	<p>Developer</p> <ul style="list-style-type: none"> -Professional expression of human relation concern. -Assertiveness behaviour along with relation orientation. ← <i>not aggressive, not passive</i> -Trust others and aim to develop them. -Work to ensure both satisfaction and motivation. -Creates work environment of subordinates' commitment to both the manager and the job. -Personal development may be unrelated to job or may be at a position which is before short or long-term job production. ← <i>يجل من الحاجة بين personal development و professional results للتطوير</i> 	<p>Benevolent Autocrat</p> <ul style="list-style-type: none"> -Professional expression of task concern. -Assertiveness behaviour along with task orientation. -Such Manager Implicit trust in him/her self and concerned with both immediate and long run task -Shared decision is applicable based on task goals. -Such managers meet group needs but ignore one to one personal relationship. -The environment created is less aggressive toward the manager personality and subordinates are more obedience to manager commands. 	Executive