**Comparison of Administrative and Adaptive Leadership Styles**

Characteristic Characteristic

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| --- | --- |
| Administrative | Adaptive |
| Maintains system | Develops system |
| Short range view | Long range view |
| Accepts status quo | Challenges status quo |
| Does things right | Does the right things |
| Asks how and when | Asks what and why |
| Imitates past | Creates future |
| Parts and details | Whole |
| Uses rules to plan | Risks breaking rules |
| Reactive | Proactive |
| Stability | Change |
| Organizational survival | Mission Fulfillment |
| Concerns with bottom line | Moves toward future |
| Gets the job done | Builds on need for meaning |
| Preoccupied with power, position, politics | Preoccupied with purpose, values, ethics |
| Treatment of causes and symptoms | Separates causes and symptoms for prevention |