

The Impact of Leadership Style on Group Stability

Mark Van Vugt¹, Kirk Chang², and Claire Hart³

¹*University of Kent, UK*

²*Lancaster University, UK*

³*University of Southampton, UK*

This research examined the influences of various leadership styles (autocratic, democratic, laissez-faire) on individual decision-making and the stability of their group. The findings showed that individuals were more likely to exit their group and take their resources elsewhere if they were supervised by an autocratic leader than a democratic or laissez-faire leader. The destabilizing influence of autocratic leadership is due to

the procedural rather than distributive aspects of such leadership style, i.e., more members exited their group under an autocratic style leadership, relative to a democratic style leader, regardless of whether they received favorable outcomes from the leader.

Keywords: *group destabilization, leader, public interests*

