

Sample Essay Topic

“Compare two (2) leadership styles of management and their impact on staff motivation and productivity”

Here is an example of a comparative paragraph which shows how these two leadership styles may impact motivation:

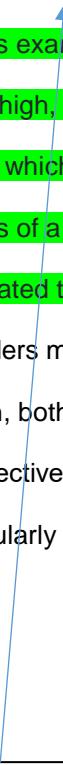
When comparing these leadership styles, evidence suggests that they impact motivation in different ways. While it can be argued that Charismatic leaders often bond well with team members (Smith, 2014) creating a dependency within the team may ultimately have negative consequences. For instance, charismatic leaders can be overly efficient and regulatory and fail to delegate roles to members. Such leaders fail to empower team members leading to de-motivation (Rogers, 2017). Charismatic leaders may take a control position of their teams and leave nothing to chance as their vision is the only important result. Contrastingly, servant style leaders often inspire their teams to mimic their own behaviour by using their actions as examples for their teams (Brown, 2013). However, while inspiration and motivation may be high, team members may take a long time to act, relying on a process of collective decision making, which may lead to frustration and demotivation due to a lack of clear direction (Brown, 2013). Members of a team need to be given the chance to exercise their abilities and unique potential to be truly motivated to reach greater outcomes (Ruben, 2018). Thus while both charismatic and servant style leaders may initially find success due to their own personal qualities, building dependency or inaction, both ultimately lead to demotivation as the individual team member's talents are not being effectively utilised for a successful outcome. So in the long term, neither of the leadership styles is particularly good at maintaining motivation.

Adapted from: <https://www.ukessays.com/essays/management/the-link-between-leadership-and-motivation-management-essay.php>

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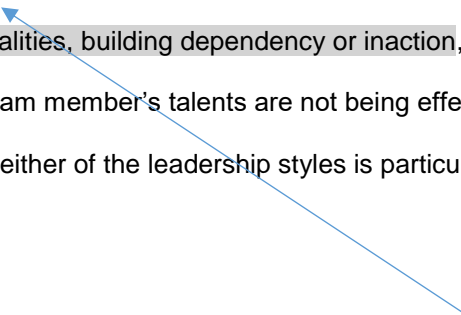
After introducing the topic of the paragraph (the impact of the leadership styles on motivation) you can see from a structural point of view that the first section discusses the impact of the Charismatic leader on motivation.

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In the second part of the paragraph, the impact of the servant style of leadership on motivation is then compared.

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The third part of the paragraph talks about a similarity of the two styles, side by side.

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And the final section highlights the ultimate impact of each style of leadership on their team's motivation – thereby summarising and presenting the main argument of the paragraph.

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Also note the kind of **linking words** which are used to help signpost the comparison of the two styles and expose their differences and similarities or positive and negative impacts. Using this type of signposting is really important in comparative writing, as it helps to clearly guide your reader through each aspect of your comparison.