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| 1 open | 2 closed |
| Servant leadership | Authoritarian leadership |
| Cooperation | Closed climate |
| Constructivist approach to learning | Fear |
| Distributed/shared leadership | External locus of control |
| Enthusiasm | Rationale systems |
| Behavioral approach to learning | Resentment |
| *Extrinsic motivation (both)>>* | Stable perspective of ability/capacity |
| Incremental view of ability/capacity (Dweck) | Tightly coupled |
| Internal locus of control | Transactional leadership |
| Intrinsic motivation | Weberian structure |
| Loosely coupled | Professional structure |
| Natural system |  |
| Open climate |  |
| Open/social  |  |
| Transformational leadership |  |
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