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| 1 open**Key**: **\***are situational (aspects of both) | 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 (situational)* | 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 | Pawns |
| Open climate |  |
| Open/social  |  |
| Transformational leadership |  |
| Position-based approach to conflict management |  |
| Preparation |  |
| *\*Self-efficacy theory of behavior (situational)* |  |
| *\*Self-determination theory of behavior* |  |
| Talking |  |
| *\*State and federal mandates (situational)* |  |
| *\*Use of standards for conflict management* |  |
| Use of brainstorming in conflict management |  |
| Charismatic leadership |  |
| *\*Achievement theory of behavior* |  |
| Listening |  |
| Motivators |  |
| Hygiene factors |  |
| Use of options with conflict management |  |
| *\*Interest-based approach to conflict* |  |
| *\*Equity theory of behavior* |  |
| *\*Expectancy theory of behavior* |  |
| *\*Collective efficacy theory of behavior* |  |
| *\*Origins* |  |
| *\*Pygmalion and My Fair Lady* |  |