Managers | Leaders
---|---
Low Risk | High Risk
Rational | Emotional
Evolutionary | Revolutionary
Objective | Subjective
Trained | Self-taught
Systematic | Intuitive
Patient | Anxious
Incremental | Visionary
Critical | Creative
Detached | Involved
Reactive | Active
Understanding | Empathetic
Foster Bureaucracy | Confront Bureaucracy
Tactical | Strategic
Seek Advancement | Seek Change
Group-Reliant | Self-Reliant
Require Structure | Require Mentors
Learn from Peers | Learn from Role Models
Use Signals | Use Messages
Style-Oriented | Event-Oriented
Compromising | Uncompromising
Motivated by Necessity | Motivated by Desires
"Once-Born" (Affiliated) | "Twice-Born" (Unaffiliated)
Have Stable Relationships | Have Unstable Relationships
Feel Included in the Group | Feel Separate from the Group
Develop by Socialization | Develop by Personal Mastery
Intolerant of Emotion | Tolerant of Emotion
Group-Absorbed | Self-Absorbed
Uncomfortable with Chaos | Comfortable with Chaos
Reconcile Differences | Highlight Differences

Summarized from "Managers and Leaders: Are They Different?" by Abraham Zaleznik