

Leader who is tough, principled, and know how to get spectacular results from people, inspiring them to go beyond their comfort zone to achieve more than they thought possible. Often described as demanding. Willing to see things from the employee's point of view and to balance the employee's reality and needs with the corporation's goals. Never sacrifices an employee's self-esteem to reach a corporate goal. Employee self-esteem often increases under a tough leader.

Mindset Management. Samuel A. Culbert

Tough leaders challenge you to be your very best and work to help you succeed. Employee will benefit in the end, not just monetarily or with promotions, but will learn new skills, become more challenged, expand self.

Winning 'Em Over. Jay A. Conger.

Inspirational leaders tend to set meaningful goals and know how to create the feeling of being part of an elite team. Goals are exciting and meaningful. Tough leaders motivate by giving employees power. Along with support, tough leaders provide gentle discipline, helping employees make course corrections and see their blind spots. "If you want compliance, control people, make them afraid. If you want their agreement, their participation, make a deal with them or offer them something. But, if you're willing to be patient and kind and have integrity, then it's about what we become together, and one plus one equals 1000."