

Decades of leadership research has led to a proliferation of overlapping and sometimes redundant leader behavior constructs (e.g., transformational, servant, authentic, and ethical leadership). Moreover, prior studies attempting to identify “leadership styles”, or patterns of behaviors, have been limited in their use of either imposing *a priori* structures or relying on variable-centered analyses (e.g., factor analysis). In our study, we collect and sort through the vast variety of leader behavior constructs (18 in total) and empirically determined six meta-categories of leader behaviors. We then used bifactor latent profile analysis, which has the advantage of identifying groups of individuals with similar patterns in their frequency of use across the different leader behaviors, to empirically identify four leadership styles. These are: (1) balanced; equal engagement across all behaviors, (2) overly controlling; focused on behaviors that control their followers, (3) vision achievement; focused on behaviors that cast vision and drive followers toward that vision, and (4) narrowly focused; focused on internal behaviors with little regard for external teams or environmental factors. Finally, we assessed for differences in these styles across genders and organizational levels. We found that females are more likely to utilize a balanced leadership style, and less likely to utilize narrowly-focused and vision-achievement styles. Additionally, higher-level managers were more likely than lower-level managers to utilize a vision-achievement style, and less likely to utilize narrowly-focused and overly-controlling styles. Practical implications and future research directions are discussed.