Leadership, which is the important in the field of management and organization sciences and one of the most discussed topics in recent years. The most important item of the organizations is the human being and the organization for resolve people's requirements and achieve the goals, it requires leadership and management. The developments at the global level, finding new forms of organization has required leadership appropriate to the situation. Thus, the theoretical and practical leadership studies are increasing. The aim of the study, to determined the actual manager behaviors to the subordinates and to measure ideal leadership behaviors from managers expected by the subordinates. The data set of the study is private and public bank workers that situated in Afyonkarahisar. The face-to-face survey has been applied. Then, explanatory factor analysis has been applied to datas for determined actual and ideal leadership behaviors of the managers. The result of the analysis indicated that four factors can be effective in the decision process. These factors were determined the ideal behavior of the leading factors against asthma, effective business management factors, factors which entrepreneurial spirit and effective decision-provider factors as. Keywords: Ideal Leadership, Administration, Banking Sector, Leadership Behavior Scale, Factor Analysis JEL Classification: I11, M54, C18