



THE LEADERSHIP EDGE TEST

Find out how you lead — and what makes you strong.

A free self-check made by

INSIDE EDGE

25 questions • about 10 minutes • 5 leader types

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About This Test

The Leadership Edge Test is a simple self-check made by Inside Edge to help you understand how you lead — how you make decisions, motivate people, and handle pressure. It is based on well-known ideas about leadership styles, and made for working professionals, not doctors or therapists.

There are no right or wrong answers. Most leaders use a mix of styles, and the style you use can (and should) change depending on the situation. This test simply shows your default style — the one you fall back on when no one is telling you what to do.

How to take it

- Read each of the 25 statements and answer honestly, based on how you actually behave — not how you'd like to behave.
- Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).
- Answer quickly, with your first thought — this isn't a test to overthink.
- Takes about 10 minutes.

Rating scale

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Write your score (1–5) directly in the box next to each statement. When you finish, turn to the Scoring Key to find your result.

The 25 Statements

Rate how much each statement sounds like you at work, from 1 (Strongly Disagree) to 5 (Strongly Agree).

#	Statement	Score (1–5)
1	I love talking about where our team could go in the future.	
2	I enjoy helping someone figure out a problem, instead of just giving them the answer.	
3	I like to hear what the group thinks before I make a decision.	
4	I hold myself to a high standard, and expect the same from others.	
5	In a crisis, I'm comfortable making a quick decision, even without all the facts.	
6	I give clear, direct instructions instead of open-ended suggestions.	
7	People often tell me I make them feel excited about the bigger picture.	
8	I often ask people what they want to learn or become.	
9	I feel uneasy moving ahead if the people involved haven't agreed.	
10	I'd rather show someone how to do something well than just explain it.	
11	I feel more comfortable making the decision myself than asking others first.	
12	I like to explain "why" we're doing something before I explain "how."	
13	I notice when someone needs encouragement, even before they ask for it.	
14	I naturally look for common ground when people don't agree.	
15	I get impatient when things move slower than they should.	
16	People come to me when they need a quick, confident decision.	
17	I get more energy from new ideas than from following a set process.	
18	I'd rather spend extra time teaching someone than take the task back myself.	
19	I ask "what does everyone think?" more often than most people do.	
20	I judge a good day by how much got done.	
21	I prefer one person clearly in charge, rather than shared responsibility.	
22	I like connecting everyday work to a bigger purpose.	
23	Helping someone grow matters more to me than getting quick results.	
24	I enjoy getting everyone to agree, even if it takes longer.	
25	I lead best by example — by doing it myself, not just telling others.	

Scoring Key

For each style below, add up the scores you gave to the listed statements. Write the total in the last column. Your highest total is your Main Style. Your second-highest total is your Second Style — together, they show how you actually lead day to day.

Style	Add up your scores for statement numbers...	Your Total (max 25)
The Spark	1, 7, 12, 17, 22	
The Mentor	2, 8, 13, 18, 23	
The Connector	3, 9, 14, 19, 24	
The Doer	4, 10, 15, 20, 25	
The Anchor	5, 6, 11, 16, 21	

If your top two totals are close (within 2 points), think of both as your style — most leaders lead using a mix of two styles.

Your Result: The Five Leader Types

Find your Main Style below (and your Second Style too, if it's close). Read both — most leaders lead using a real mix of styles.

The Spark — Big-picture and inspiring

You lead by showing people what's possible, and pulling them toward it.

Strengths

- Gets people excited and on board with change
- Comfortable even when things aren't fully clear yet
- Brings energy to a team around a shared goal

Watch-outs

- Can move faster than the team can keep up with
- May skip over the practical details of “how”
- May not follow through enough once the big idea is set

Best-fit situations: Leading change, new projects, turnarounds, and shifts in culture.

Your growth edge: Work with someone who's good at planning details, and set regular check-ins to keep the big idea realistic.

The Mentor — Helps people grow

You lead by helping people grow, not just giving them tasks.

Strengths

- Builds people's skills and loyalty over time
- Good at keeping people and helping them grow into bigger roles
- Builds a team with strong future leaders

Watch-outs

- Can be slower to act when time is short and pressure is high
- May spend too much time coaching people who aren't ready to grow yet
- Can end up doing the task yourself instead of just supporting

Best-fit situations: Growing a team, planning who takes over next, and training new hires.

Your growth edge: Set a clear time limit for coaching talks, so it doesn't slow down urgent decisions.

The Connector — Brings people together

You lead by including people in the decision, not just announcing it.

Strengths

- People feel included, and few are caught off guard
- Builds lasting trust across the team
- Brings out risks and ideas that one person alone might miss

Watch-outs

- Decisions can take longer than the situation allows
- Can seem unsure or slow when time is short
- Trying to get everyone to agree can slow things down when the group disagrees

Best-fit situations: Projects with many teams, culture-building work, and teams rebuilding trust.

Your growth edge: Decide in advance which decisions truly need everyone's agreement — and which ones are yours to make and share.

The Doer — Leads by getting things done

You lead from the front — you set the standard by your own work and pace.

Strengths

- People trust you, because you do what you ask others to do
- Strong at pushing forward on urgent, high-stakes goals
- Sets a clear, high standard for quality work

Watch-outs

- Your team may feel your standard is too hard to reach
- May accidentally suggest that only your way is the “right” way
- Can leave less room for others to take initiative

Best-fit situations: Fixing things fast, leading skilled teams, and hitting tight deadlines.

Your growth edge: On purpose, hand off a task you'd normally keep — and let someone else do it their own way.

The Anchor — Calm and decisive

You lead by giving clear direction and staying calm, especially under pressure.

Strengths

- Makes quick, confident decisions when time is short
- Gives a team clear direction when they need it
- Stays calm and steady in a real crisis

Watch-outs

- Can shut out others' input if used all the time, not just in a crisis
- May make the team feel less ownership over their work, over time
- Can seem hard to approach if you never pair it with listening

Best-fit situations: Handling a crisis, safety-critical work, and guiding new or inexperienced teams.

Your growth edge: Ask “what do you think?” before giving your answer — especially when you already know what you'd say.

Want to Go Deeper?

This test gives you a starting point. If you'd like to explore how your style shows up in real teamwork — or how to switch between styles when needed — Inside Edge offers one-on-one coaching, team workshops, and leadership programs built for exactly this.

Reach out to discuss what would help most for you or your team.



This test is an original tool made by Inside Edge to help with personal and career growth.

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