

## Leadership Style Self-Assessment

Effective leadership is built on self-awareness. This checklist helps you identify your dominant leadership style and highlights areas for growth. It is not a test but a reflection tool to prompt honest evaluation.

Tick the statements that best describe your typical behaviour. You may find you align with more than one style - that's normal. The aim is to understand your natural tendencies and how they affect your team.

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### 1. Visionary Leadership

- ☐ I focus on the long-term direction rather than daily details.
  - ☐ I inspire people with a clear sense of purpose.
  - ☐ I encourage innovation and calculated risk-taking.
  - ☐ I connect day-to-day work to a larger mission.
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### 2. Coaching Leadership

- ☐ I invest time in developing individuals' strengths.
  - ☐ I give regular, constructive feedback.
  - ☐ I encourage people to set and achieve their own goals.
  - ☐ I see mistakes as learning opportunities.
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### 3. Democratic Leadership

- ☐ I seek input and ideas from my team before making decisions.
  - ☐ I value diverse opinions and perspectives.
  - ☐ I make sure everyone feels heard during discussions.
  - ☐ I aim for consensus wherever possible.
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### 4. Pace-Setting Leadership

- ☐ I set high standards and expect others to match them.
- ☐ I prefer working with self-motivated, competent people.
- ☐ I often take over tasks to ensure they're done to my standards.
- ☐ I push for quick results and high performance.

### 5. Authoritative Leadership

- ☐ I am confident in making tough decisions.
  - ☐ I communicate clear expectations and direction.
  - ☐ I motivate others by linking their work to a shared goal.
  - ☐ I provide structure and clarity, especially during uncertainty.
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### 6. Affiliative Leadership

- ☐ I focus on harmony and emotional wellbeing in the team.
  - ☐ I notice when people are disengaged or upset.
  - ☐ I praise effort and empathy as much as results.
  - ☐ I build strong personal relationships at work.
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### 7. Delegative (Laissez-Faire) Leadership

- ☐ I trust capable employees to work independently.
  - ☐ I avoid micromanaging and prefer to give freedom.
  - ☐ I expect people to take ownership of their results.
  - ☐ I step in only when necessary or when asked for support.
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### 8. Transformational Leadership

- ☐ I challenge people to grow beyond their comfort zones.
  - ☐ I communicate an inspiring vision for change.
  - ☐ I act as a role model for continuous improvement.
  - ☐ I motivate others to see meaning in their work.
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### 9. Servant Leadership

- ☐ I see leadership as a responsibility to serve others.
- ☐ I prioritise people's needs before my own.
- ☐ I measure success by the growth and wellbeing of my team.
- ☐ I lead with empathy, humility, and integrity.

## 10. Adaptive Leadership

- ☐ I adjust my approach based on context and individual needs.
  - ☐ I stay calm and flexible under pressure.
  - ☐ I learn quickly from feedback and outcomes.
  - ☐ I blend multiple leadership styles as situations change.
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### Scoring guide for each section

**0 Items ticked:** Help required.

**1 item ticked:** It's a start, more work required.

**2 item ticked:** Great. Keep nurturing it.

**3 item ticked:** Excellent.

**4 item ticked:** Awesome.

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### Next Steps

Use this insight to become more intentional in how you lead. Effective leaders flex between styles - knowing when to inspire, coach, direct, or delegate. Review your lowest-scoring styles and consider where developing them might make you more balanced and adaptable as a leader.

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### Notes