

# DictatorWarning.com: Chapter 2

## SELF-ASSESSMENT SCALES AND GROWTH

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### SHORT SELF-ASSESSMENT SCALES



# LEADERSHIP SELF-ASSESSMENT QUESTIONNAIRE (LSAQ)

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*Recognizing Healthy vs. Harmful Leadership Tendencies in Yourself*

## **Purpose:**

This questionnaire is designed to help you reflect on your leadership behaviors.

## **Important note:**

This is **not** a diagnosis. It is a **self-reflection tool**.

## **How to Answer**

For each statement, circle the number that best describes **how true it is for you**, especially **when you are under stress or in positions of influence**.

**0 = Not at all true of me**

**1 = Occasionally true of me**

**2 = Often true of me**

**3 = Almost always true of me**

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## **Phase 1: Gaining Influence**

### **Risk**

- I seek attention, praise, or visibility.
- I focus on my image more than the real problem.
- I use drama or strong emotion to be noticed.

### **Strength**

- I focus attention on the issue, not myself.
- I am comfortable contributing without recognition.
- I communicate calmly and without unnecessary drama.

### **Phase 1 Scores:**

Risk \_\_\_ /9      Strength \_\_\_ /9

### *Reflection focus:*

Am I seeking attention **for myself**, or **for the issue that matters**?

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## Phase 2: Gaining Leadership

### Risk

- I believe I usually know best.
- I feel threatened when challenged.
- I expect loyalty or agreement.

### Strength

- I encourage others to lead and contribute.
- I welcome disagreement and questions.
- I motivate through shared values, not loyalty.

### Phase 2 Scores:

Risk \_\_\_ /9      Strength \_\_\_ /9

### Reflection focus:

Do I empower others - or subtly position myself as the “only one who knows best”?

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## Phase 3: Overcoming Opposition

### Risk

- I suspect others' motives when they disagree.
- I struggle to trust critics.
- I feel tempted to silence or exclude dissenters.

### Strength

- I assume good intentions unless proven otherwise.
- I treat disagreement as useful feedback.
- I actively seek different viewpoints.

### Phase 3 Scores:

Risk \_\_\_ /9      Strength \_\_\_ /9

### Reflection focus:

Do I treat disagreement as **threat** or as **feedback**?

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## Phase 4: Gaining Power

### Risk

- I feel rules should bend for important goals.
- I justify questionable actions for good outcomes.
- I excuse unethical behavior when it helps my side.

### Strength

- I hold myself to the same rules as others.
- I choose ethical processes over shortcuts.
- I respect institutions and shared decision-making.

### Phase 4 Scores:

Risk \_\_\_ /9      Strength \_\_\_ /9

### Reflection focus:

Do I believe rules apply **to everyone - including me?**

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## Phase 5: Using Power

### Risk

- I feel tempted to punish or intimidate when angry.
- I dehumanize or humiliate opponents.
- I justify harm as “necessary.”

### Strength

- I use influence to protect, not intimidate.
- I try to understand opponents’ fears.
- I choose repair and reconciliation when possible.

### Phase 5 Scores:

Risk \_\_\_ /9      Strength \_\_\_ /9

### Reflection focus:

Does my influence produce **fear** or **safety**?

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## Phase 6: Reality Contact

### Risk

- I resist advice that challenges my beliefs.
- I struggle to admit mistakes.
- I believe my judgment is usually superior.

### Strength

- I seek expert advice and change course when needed.
- I admit mistakes and take responsibility.
- I remain aware of my limits and blind spots.

### Phase 6 Scores:

Risk \_\_\_ /9      Strength \_\_\_ /9

### Reflection focus:

Am I becoming **more realistic** or **less open to reality** over time?

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## Phase 7: Final Outcome

### Risk

- My actions leave others stressed or diminished.
- I prioritize winning over long-term well-being.

### Strength

- My actions leave people feeling safer and respected.
- I prioritize long-term good over short-term wins.

### Phase 7 Scores:

Risk \_\_\_ /6      Strength \_\_\_ /6

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## TOTAL SCORES

**Authoritarian Leadership Risk Score:** \_\_\_ /60

**Humanitarian Strength Score:** \_\_\_ /60

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## INTERPRETATION (Quick Guide)

- **Strengths > Risks** → Healthy humanitarian leadership pattern
- **Strengths ≈ Risks** → Unstable / situational leadership
- **Risks > Strengths** → High priority for self-correction

### Best growth focus:

Phase 1  Phase 2  Phase 3  Phase 4  Phase 5  Phase 6  Phase 7

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## Key Reminder

*Leadership danger begins when self-reflection ends.  
Leadership health grows when reflection becomes routine.*

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This next self-assessment scale expands on the “**Risk**” portions of the first scale. It assesses your authoritarian risks in greater detail.

# AUTHORITARIAN SELF-ASSESSMENT QUESTIONNAIRE (ASAQ)

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## Purpose:

This questionnaire is designed to help you reflect on whether there are **authoritarian risks** to your behavior.

## Important note:

This is **not** a diagnosis. It is a **self-reflection and early-warning tool**.

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## How to Answer

For each statement, circle the number that best describes **how true it is for you**, especially **when you are under stress or in positions of influence**.

**0 = Not at all true of me**

**1 = Occasionally true of me**

**2 = Often true of me**

**3 = Almost always true of me**

Higher scores suggest **higher authoritarian risk** and **greater need for self-correction**.

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## Phase 1: Gaining Influence

- I enjoy being the center of attention and feel energized by applause, praise, or visibility.
- I sometimes focus more on how I appear to others than on the actual problem I am trying to solve.
- I am drawn to dramatic or emotionally intense ways of expressing my views.

Phase 1 Score (0–9): \_\_\_\_\_

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## Phase 2: Gaining Leadership

- I believe I am usually more capable than others at knowing what must be done.
- I feel frustrated when people question my ideas or challenge my authority.
- I sometimes expect loyalty or agreement rather than open debate.

Phase 2 Score (0–9): \_\_\_\_\_

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## Phase 3: Overcoming Opposition

- I often suspect others' motives when they disagree with me.
- I find it hard to trust people who question my plans or leadership.
- I feel tempted to exclude, silence, or discredit critics rather than engage with them.

Phase 3 Score (0–9): \_\_\_\_\_

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## Phase 4: Gaining Power

- I sometimes feel that rules should bend when they interfere with my goals.
- I justify questionable actions if I believe the outcome is important enough.
- I am more forgiving of unethical behavior when it benefits my side or my plans.

Phase 4 Score (0–9): \_\_\_\_\_

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## Phase 5: Using Power

- When angry or threatened, I feel tempted to punish or intimidate others.
- I sometimes view people who oppose me as deserving harm, exclusion, or humiliation.
- I justify hurting others emotionally or socially as “necessary” or “for the greater good.”

Phase 5 Score (0–9): \_\_\_\_\_

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## Phase 6: Reality Contact

- I resist advice that contradicts my beliefs or self-image.
- I struggle to admit mistakes or accept responsibility when things go wrong.
- I believe my judgment is usually superior to that of experts or peers.

Phase 6 Score (0–9): \_\_\_\_\_

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## Phase 7: Final Outcome

- My actions often leave people feeling stressed, afraid, or diminished.
- I prioritize my winning and well-being over that of others.

Phase 7 Score (0–6): \_\_\_\_\_

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## TOTAL AUTHORITARIAN SELF-ASSESSMENT SCORE

Maximum Score: 60

Your Total Score: \_\_\_\_\_ / 60

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## INTERPRETATION GUIDE

Score Range	Meaning	Suggested Reflection
0–10	Healthy pattern	Strong humanitarian behavior
11–20	Mild risk	Occasional ego-driven behavior - watch early phases
21–35	Moderate risk	Clear authoritarian habits developing
36–50	High risk	Serious authoritarian tendency - course correction needed
51–60	Extreme risk	Pattern consistent with harmful authoritarian behavior

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## KEY INSIGHT FOR SELF-GROWTH

- **Phases 1–3** are where self-correction is easiest
- **Phase 4** is a moral turning point
- **Phases 5–7** often cause lasting harm to relationships and communities

*The goal of leadership is not control - but responsibility.*

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This next self-assessment scale expands on the “**Strength**” portions of the first scale. It assesses your humanitarian strengths in greater detail.

## HUMANITARIAN SELF-ASSESSMENT QUESTIONNAIRE (HSAQ)

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### **Purpose:**

This questionnaire is designed to help you reflect on your humanitarian strengths. Used alongside the Authoritarian Self-Assessment Questionnaire (ASAQ), it helps you to see your **progress over time**, identify **strengths to build on**, and target **specific growth goals**.

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## How to Answer

Rate how true each statement is **for you**, especially when you have influence over others or are under stress.

**0 = Not true of me**

**1 = Sometimes true of me**

**2 = Often true of me**

**3 = Consistently true of me**

Higher scores = **stronger humanitarian strengths.**

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### Phase 1: Gaining Influence

- I focus attention on the problem or injustice rather than on myself.
- I am comfortable contributing quietly without recognition.
- I communicate calmly and avoid unnecessary drama.

**Phase 1 Strength Score (0–9):** \_\_\_\_\_

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### Phase 2: Gaining Leadership

- I encourage others to lead and value their ideas as much as my own.
- I welcome questions and challenges as part of good decision-making.
- I motivate people by shared values rather than personal loyalty.

**Phase 2 Strength Score (0–9):** \_\_\_\_\_

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### Phase 3: Overcoming Opposition

- I assume good intentions unless there is clear evidence otherwise.
- I handle disagreement through dialogue rather than suspicion.
- I actively seek perspectives different from my own.

**Phase 3 Strength Score (0–9):** \_\_\_\_\_

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### **Phase 4: Gaining Power**

- I hold myself to the same rules I expect others to follow.
- I choose ethical processes even when shortcuts would benefit me.
- I respect institutions, boundaries, and shared decision-making.

**Phase 4 Strength Score (0–9):** \_\_\_\_\_

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### **Phase 5: Using Power**

- I use influence to protect people from harm, not to punish or intimidate.
- I try to understand opponents' fears and experiences.
- I choose reconciliation and repair whenever possible.

**Phase 5 Strength Score (0–9):** \_\_\_\_\_

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### **Phase 6: Reality Contact**

- I seek expert advice and change course when evidence demands it.
- I admit mistakes and take responsibility for outcomes
- I remain aware of my limits and blind spots.

**Phase 6 Strength Score (0–9):** \_\_\_\_\_

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### **Phase 7: Final Outcome**

- My actions tend to leave people feeling safer, respected, and valued.
- I prioritize long-term well-being over short-term wins or image.

**Phase 7 Strength Score (0–6):** \_\_\_\_\_

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## TOTAL HUMANITARIAN STRENGTH SCORE

Maximum Score: 60

Your Total Humanitarian Leadership Strength Score: \_\_\_\_\_ / 60

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## INTERPRETATION GUIDE

Score Range	Humanitarian Capacity	Meaning
0–15	Low	Growth opportunities across most phases
16–30	Developing	Mixed habits - strengthen early phases
31–45	Strong	Consistent ethical leadership traits
46–60	Exceptional	Mature humanitarian leadership profile

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## USING BOTH SCALES TOGETHER

### Leadership Balance Index (Optional)

- Authoritarian Leadership Risk Score: \_\_\_\_\_ / 60
- Humanitarian Leadership Strength Score: \_\_\_\_\_ / 60

### Simple comparison rule:

- Strengths  $\gg$  Risks  $\rightarrow$  Healthy trajectory
  - Strengths  $\approx$  Risks  $\rightarrow$  Unstable / situational leadership
  - Risks  $\gg$  Strengths  $\rightarrow$  High priority for self-correction
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## PERSONAL GROWTH



## AM I ACTING LIKE A MINI-DICTATOR? (AND HOW TO GET BETTER)

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This self-check helps spot if you're showing bossy or controlling behaviors (like a mini-dictator in your own life—at work, home, or with friends). These can come from stress, fear, or bad habits. For each step, ask yourself the yes/no questions honestly. If you say "yes" a lot, it suggests you need to work on being kinder and fairer.

Under each phase, there are simple steps to get healthier - meaning feel better mentally, treat people nicer, and avoid hurting yourself or others.

### Phase 1: Gaining Influence

#### Self-Check Questions (Yes/No):

- Do I say shocking or mean things just to get people to notice me?
- Do I make up or exaggerate problems to scare others and get attention?
- Do I start fights or drama to stay in the spotlight?
- Do I blame certain people or groups for my problems?
- Do I act out more when times are tough, like when I'm stressed or broke?

### **How to Get Healthier:**

- Pause before speaking—ask yourself, "Is this helpful or just for attention?"
- Write in a journal about why you need notice; it might come from feeling insecure.
- Do fun hobbies (like sports or art) to feel good without drama.
- Talk to a trusted friend about your feelings instead of shocking people.
- Practice saying nice things to others to build real connections.

## **Phase 2: Gaining Leadership**

### **Self-Check Questions (Yes/No):**

- Do I act like I'm the only one who knows how to fix things?
- Do I divide people into "my side" (good) and "others" (bad)?
- Do I brag that I'm better or stronger than everyone?
- Do I bring up old hurts to make people agree with me?
- Do I seek help from powerful people just to feel important?

### **How to Get Healthier:**

- Listen more—ask others for their ideas instead of always leading.
- Join a group where everyone shares power, like a team sport.
- Remind yourself daily: "Everyone has strengths, including me."
- Apologize when you put others down; it builds trust.
- Read books or watch videos on teamwork to learn better ways.

## **Phase 3: Overcoming Opposition**

### **Self-Check Questions (Yes/No):**

- Do I push away or scare friends/family who disagree with me?
- Do I make up stories about people plotting against me?
- Do I use small problems as excuses to control my group more?
- Do I make others in my circle distrust each other?
- Do I spread fear to keep people close and loyal to me?

### **How to Get Healthier:**

- Build trust: Share decisions with others and value their input.
- Challenge your fears—ask, "Is this real or just my worry?"
- Spend time with positive people who don't feed suspicion.
- Practice relaxation, like deep breathing, when you feel paranoid.
- See a counselor if distrust makes life hard—they can help.

## Phase 4: Gaining Power

### Self-Check Questions (Yes/No):

- Do I ignore rules or change them to suit me?
- Do I surround myself only with yes-people who agree always?
- Do I give favors to family or close friends unfairly?
- Do I use tough times as excuses to take more control?
- Do I take things (like money or credit) that aren't mine?

### How to Get Healthier:

- Follow rules even when it's hard—it builds character.
- Ask for feedback from neutral people, not just friends.
- Share power: Let others lead sometimes.
- Track your actions in a notebook to spot unfair habits.
- Join a support group for honesty and accountability.

## Phase 5: Using Power

### Self-Check Questions (Yes/No):

- Do I hurt or bully people who challenge me?
- Do I pick on certain people and blame them for issues?
- Do I watch or control others too much?
- Do I say mean actions are "needed" to protect myself?
- Do I let my anger lead to hurting others?

### How to Get Healthier:

- Stop and think: "How would I feel if this happened to me?"
- Learn anger control, like counting to 10 or walking away.
- Help others instead—volunteer to build kindness.
- Say sorry and make it right when you hurt someone.
- Talk to a therapist about why you feel the need to be mean.

## Phase 6: Reality Contact

### Self-Check Questions (Yes/No):

- Do I ignore advice and think I never mess up?
- Do I want constant praise or act like a big shot?
- Do I make risky choices without thinking them through?

- Do I hide my mistakes from others?
- Do I lean on others to make me feel powerful?

### **How to Get Healthier:**

- Accept mistakes: Say "I was wrong" and learn from it.
- Seek advice from wise people regularly.
- Set small goals to build real confidence, not fake.
- Limit time with yes-people; mix with honest friends.
- Practice gratitude: Thank others for their help daily.

## **Phase 7: Final Outcome**

### **Self-Check Questions (Yes/No):**

- Do I keep doing the same wrong things even when they fail?
- Am I losing friends, money, or energy from bad choices?
- Has one big mistake hurt my life a lot?
- Are people around me starting to pull away?
- Do I see myself repeating old bad patterns?

### **How to Get Healthier:**

- Stop and reflect: "What went wrong, and how can I fix it?"
- Ask for help from family, friends, or pros to rebuild.
- Start fresh: Set rules for yourself to avoid old habits.
- Learn from stories of people who changed for the better.
- Focus on healing: Exercise, eat well, and rest to feel stronger.

### **Quick Tips for This Self-Check:**

- Be honest: Do it alone or with a trusted person.
- Score yourself: Count "yes" answers—if over 3 per phase, focus on that one.
- Track changes: Check again in a month to see improvement.
- Get help if needed: If it's hard, talk to a school counselor, hotline, or app for mental health.
- Remember: Everyone has flaws, but changing makes you stronger and happier!

## **Ask AI These Questions**

## **Phase 1: Gaining Influence**

How can I become less attention-seeking, theatrical, or emotionally superficial and more emotionally attuned to others and less focused on myself?

## **Phase 2: Gaining Leadership**

How can I become less arrogant, entitled, or lacking in empathy, and how can I show more humility, restraint, and moral purpose?

## **Phase 3: Overcoming Opposition**

How can I become less suspicious, hostile, or vindictive, and how can I show more trust, forgiveness, and relaxation?

## **Phase 4: Gaining Power**

How can I become less deceitful, manipulative, or remorseless, and how can I show more honesty, agreeableness, and fairness?

## **Phase 5: Using Power**

How can I be less bullying, over-controlling, or cruel, and how can I show more kindness, better anger-control, and compassion?

## **Phase 6: Reality Contact**

How can I stop believing that I am infallible, invincible, or all-powerful, and how can I show more open-mindedness, openness to feedback, and acceptance of criticism?

## Phase 7: Final Outcome

How can I stop repeating mistakes, making bad choices, or risking disaster, and how can I learn from my mistakes, show better judgment, and be more cautious?

## GROWTH TRACKING

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- Re-take the “Am I Acting Like A Mini-Dictator” Questionnaire **every month**
- Choose **one phase** to work on at a time
- Set **one concrete behavior change** per phase
- Track progress visually (bar chart, graph, etc.)

*Healthy leadership is not the absence of ego - it is the discipline to keep ego in service of humanity.*

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## REFLECTION SUMMARY

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1. Which phase improved the most? Why?

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2. Which phase still needs the most work?

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3. What specific behavior change made the biggest difference?

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## NEXT-CYCLE GROWTH PLAN

Chosen Phase to Work On Next:  1  2  3  4  5  6  7

One Behavior I Will Practice:

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When I Will Practice It:

Daily  Weekly  In stressful moments  In leadership roles

Next Re-Assessment Date: \_\_\_\_\_

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## INSIGHTS

- Early improvement usually appears in **Phases 1–3**:
    - Phase 1: Gaining Attention
    - Phase 2: Motivating Action
    - Phase 3: Consolidating Leadership
  - **Phase 4** (Gaining Power) improvement marks a **moral turning point**
  - Improvement in **Phases 5-6** predicts **long-term leadership stability**:
    - Phase 5: Using Power
    - Phase 6: Reality Testing
  - Strength gains often **lag slightly behind risk reduction** - this is normal
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## CORE MESSAGE

*Healthy leadership is not a personality trait you either have or lack.  
It is a set of habits you practice - especially under pressure.*

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# REFLECTION EXERCISES: GROWING HUMANITARIAN LEADERSHIP

## Phase 1: Gaining Influence

(Ego Focus ↔ Moral Focus)

Reflection Exercise: *“Who Is This Really About?”*

**Prompt:**

- Describe a recent situation where you wanted attention, recognition, or praise.
- What part of the situation was truly important?
- How much of your energy went into *being seen* versus *solving the problem*?

**Practice Action (1 week):**

- Choose one meaningful contribution to make **without seeking credit**.
  - Notice how it feels to let the outcome - not your image - matter most.
- 

## Phase 2: Gaining Leadership

(Dominance ↔ Shared Leadership)

Reflection Exercise: *“Power With or Power Over?”*

**Prompt:**

- When others disagreed with you recently, how did you react internally?
- Did you listen to understand - or listen to respond?

**Practice Action (1 week):**

- Ask one person for input and **use their idea** instead of yours.
  - Publicly acknowledge their contribution.
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## Phase 3: Overcoming Opposition

(Suspicion ↔ Trust)

Reflection Exercise: *“Assume Good Intent - Test the Result”*

**Prompt:**

- Recall a disagreement that triggered suspicion or defensiveness.
- What alternative explanation for the other person’s behavior could be true?

**Practice Action (1 week):**

- When challenged, respond with:  
*“Help me understand your concern.”*
  - Delay judgment until you fully understand their position.
- 

## **Phase 4: Gaining Power**

**(Self-Exception ↔ Integrity)**

Reflection Exercise: *“Would I Accept This From Others?”*

**Prompt:**

- Identify a situation where bending the rules benefited you.
- Would you consider the same behavior acceptable from someone you dislike?

**Practice Action (1 week):**

- Choose the **ethical path** even when a shortcut would help you.
  - Write down what it cost - and what it protected.
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## **Phase 5: Using Power**

**(Control ↔ Compassion)**

Reflection Exercise: *“Fear or Safety?”*

**Prompt:**

- Think of a moment when you used anger, authority, or pressure to influence others.
- How did it affect them emotionally?

### Practice Action (1 week):

- Practice **restorative influence**:
    - Ask: *“What harm occurred, and how can it be repaired?”*
  - Replace punishment with problem-solving where possible.
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## Phase 6: Reality Contact

(Rigidity ↔ Humility)

Reflection Exercise: *“What If I’m Wrong?”*

### Prompt:

- Identify a belief you hold very strongly.
- What evidence would honestly change your mind?

### Practice Action (1 week):

- Ask a trusted person to name **one blind spot** you have.
  - Thank them without defending yourself.
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## Phase 7: Final Outcome

(Harm ↔ Lasting Benefit)

Reflection Exercise: *“The Wake I Leave Behind”*

### Prompt:

- How do people tend to feel after interacting with you?
- What patterns do you notice over time?

### Practice Action (1 week):

- Intentionally leave one person **better off** after an interaction.
  - Reflect on how this changes your sense of leadership.
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## OPTIONAL WEEKLY STRUCTURE

Week	Focus Phase	Goal
1	Attention & Motivation	Reduce ego-driven behavior
2	Shared Leadership	Empower others
3	Trust & Dialogue	Improve cooperation
4	Ethics & Integrity	Strengthen moral consistency
5	Compassion	Reduce harm
6	Humility	Improve judgment
7	Legacy	Build lasting good

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## KEY INSIGHT

*Authoritarian leadership grows when self-reflection stops.  
Humanitarian leadership grows when reflection becomes a habit.*

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