

Team Leadership Assessment Quiz

Instructions

Rate each statement from 1 to 5:

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

Leadership Style Awareness (1–5)

1. I understand my natural leadership style. _____
2. I adapt my leadership style based on the situation or team member. _____
3. I am aware of how my leadership style impacts my team. _____
4. I regularly reflect on how I lead and make adjustments. _____
5. I am intentional about growing as a leader. _____

Trust & Accountability (6–11)

6. My team trusts me as a leader. _____
7. I follow through on what I say I will do. _____
8. I set clear expectations for my team. _____
9. My team clearly understands their roles and responsibilities. _____
10. I hold my team accountable consistently. _____
11. I address performance issues in a timely manner. _____

Communication (12–17)

12. I communicate clearly and directly. _____
13. I provide specific instructions rather than vague direction. _____
14. I listen actively to my team. _____
15. I encourage open communication and feedback. _____
16. My team feels comfortable coming to me with concerns. _____
17. I communicate expectations, deadlines, and priorities clearly. _____

Conflict & Decision-Making (18–23)

18. I address conflict early instead of avoiding it. _____
19. I remain calm and professional during difficult conversations. _____

20. I focus on solutions rather than blame. _____
21. I make decisions in a timely manner. _____
22. I communicate decisions clearly and confidently. _____
23. I am comfortable making tough decisions, even when they are unpopular. _____

Scoring Section

Category	Your Score
Leadership Style (1–5)	
Trust & Accountability (6–11)	
Communication (12–17)	
Conflict & Decision-Making (18–23)	
TOTAL SCORE (out of 115)	

100–115 = Strong Leader

80–99 = Growing Leader

60–79 = Developing Leader

Below 60 = Needs Immediate Attention

Reflection Questions

What is your lowest scoring area?

What is ONE change you can implement this week?

What conversation have you been avoiding?

What does your team need more of from you right now?

Leadership Type Results

Strong Leader (100–115)

You lead with clarity, confidence, and consistency. Your team likely trusts you and understands expectations. Focus on scaling your leadership by developing others and delegating effectively.

Growing Leader (80–99)

You have a solid leadership foundation, but there are areas to strengthen. Focus on consistency, clearer communication, and stronger accountability systems.

Developing Leader (60–79)

You are in a growth phase. Leadership gaps may be causing confusion or inefficiencies. Focus on setting clear expectations, improving communication, and addressing issues sooner.

Needs Immediate Attention (Below 60)

Leadership challenges may be impacting your business and team performance. Start with the basics: clear communication, defined expectations, and consistent follow-through.