

## **Leadership Style Self-Assessment**

This Leadership Style Self-Assessment will help you identify which leadership style aligns most with your natural tendencies. While great leaders adapt their approach depending on the situation, knowing your dominant style can help you enhance your strengths and develop in other areas.

Instructions:

1. Answer each question honestly based on your typical leadership behavior.
2. Keep track of how many A's, B's, C's, D's, and E's you select.
3. At the end, use the Scoring Key to determine your primary leadership style.

### **Section 1: Decision-Making**

**1. When making decisions, I prefer to:**

- A) Make decisions quickly and expect my team to follow.
- B) Involve my team in discussions before making a final call.
- C) Give my team full autonomy to make decisions.
- D) Base my decisions on data, structure, and efficiency.
- E) Consider long-term impact and inspire people toward a bigger vision.

**2. How do you handle conflict within a team?**

- A) Step in immediately and impose a solution.
- B) Facilitate a group discussion to find a compromise.
- C) Let the team members resolve it themselves.
- D) Gather facts and implement a structured resolution plan.
- E) Encourage the team to focus on the bigger picture and long-term goals.

**3. When facing a challenge, I:**

- A) Take control and ensure everyone follows my plan.
- B) Seek input from my team to find the best solution together.
- C) Trust my team to handle the problem and step in only when necessary.
- D) Create a structured action plan to solve it efficiently.
- E) Inspire my team to think beyond the problem and innovate solutions.

## Section 2: Work Environment and Team Management

**4. My ideal work environment is:**

- A) Highly structured with clear authority and chain of command.
- B) Collaborative, where everyone has a voice.
- C) Free and flexible, allowing my team to work however they choose.
- D) Organized and process-driven to maximize productivity.
- E) Dynamic and innovative, where new ideas are constantly encouraged.

**5. How do you motivate your team?**

- A) By setting high expectations and pushing them to succeed.
- B) By fostering a supportive, team-oriented culture.
- C) By giving them freedom to take ownership of their work.
- D) By ensuring they have clear goals, processes, and accountability.
- E) By inspiring them with a bold vision for the future.

**6. What do you value most in your team members?**

- A) Obedience and efficiency.
- B) Teamwork and participation.

- C) Independence and creativity.
- D) Reliability and consistency.
- E) Innovation and passion.

### Section 3: Leadership Strengths

**7. What is your greatest leadership strength?**

- A) Decisiveness and authority.
- B) Building strong relationships and encouraging teamwork.
- C) Empowering others and trusting them to perform.
- D) Maintaining order, structure, and efficiency.
- E) Creating a vision and inspiring others to achieve it.

**8. What would your team say about your leadership style?**

- A) "They are firm, direct, and make quick decisions."
- B) "They always listen to us and make us feel valued."
- C) "They give us a lot of freedom and trust us to do our jobs."
- D) "They ensure everything runs smoothly and stays on schedule."
- E) "They are inspiring and push us to dream bigger."

**9. If your company was going through a major transformation, how would you lead?**

- A) Take full control and dictate the changes myself.
- B) Gather input from the team and implement changes together.
- C) Allow team members to make changes on their own terms.
- D) Plan each step carefully to ensure an efficient transition.
- E) Paint an exciting vision of the future and rally people behind it.

#### Section 4: Handling Pressure

**10.** How do you handle uncertainty and risk?

- A) I prefer to take charge and make firm decisions quickly.
- B) I rely on group discussions to weigh all possible outcomes.
- C) I allow people to adapt to the situation in their own way.
- D) I use structure and planning to minimize uncertainty.
- E) I embrace risk as an opportunity for innovation.

**11.** When leading a high-stakes project, what is your priority?

- A) Ensuring my team follows my directives exactly.
- B) Encouraging collaboration to make the best decisions.
- C) Allowing team members to work independently.
- D) Organizing the process to ensure efficiency.
- E) Motivating my team to think big and take bold risks.

**12.** What role do you naturally take in a crisis?

- A) I take full control and issue direct orders.
- B) I bring the team together to brainstorm solutions.
- C) I let my team handle it, stepping in only when needed.
- D) I create a plan and ensure everyone follows it.
- E) I inspire confidence and encourage my team to stay optimistic.

#### **Scoring Key: What's Your Leadership Style?**

Count how many times you chose each letter:

- Mostly A's → Autocratic Leadership

You thrive in structured, authoritative roles where quick decisions and efficiency are key. Your strength is firm decision-making but be mindful of allowing team input.

- Mostly B's → Democratic Leadership

You believe in teamwork and collaboration. You value input from others and strive to create a supportive, engaging work environment. Your strength is bringing people together but avoid decision-making delays.

- Mostly C's → Laissez-Faire Leadership

You trust your team and give them the autonomy to work independently. Your strength is fostering innovation and creativity but ensure that your team remains accountable and productive.

- Mostly D's → Managerial Leadership

You excel at creating structure, organization, and efficiency. Your strength is optimizing workflows and ensuring accountability but be careful not to over-rely on rules and processes.

- Mostly E's → Visionary Leadership

You are an innovator who inspires people with bold ideas. Your strength is creating a compelling future vision, but ensure your plans are practical and achievable.