

What's Your Leadership Style? Questionnaire

Instructions: For each question, select the answer that best describes your typical behaviour or response in various leadership situations. Be honest with yourself, as this questionnaire is designed to help you gain insights into your leadership approach.

When faced with a challenge, I prefer to:

- a) Take charge and provide clear instructions to my team.
- b) Collaborate with my team and encourage their input.
- c) Delegate tasks and trust my team members to handle them.

In a conflict situation, I tend to:

- a) Make decisions quickly to resolve the conflict.
- b) Act as a mediator and encourage open communication.
- c) Allow team members to find a solution on their own.

When giving feedback, I usually:

- a) Provide direct and constructive criticism.
- b) Offer positive reinforcement and highlight strengths.
- c) Combine positive feedback with areas for improvement.

My communication style can be described as:

- a) Assertive and direct.
- b) Supportive and approachable.
- c) Flexible, adapting to different situations.

How do you approach decision-making?

- a) I make decisions independently, based on my judgment.
- b) I involve my team in the decision-making process.
- c) I consult with team members before making a final decision.

When leading a project, I tend to focus on:

- a) Setting clear goals and timelines for my team.
- b) Encouraging creativity and innovation among team members.
- c) Allowing team members to take ownership of their tasks.

In times of change or uncertainty, my leadership style is to:

- a) Provide a clear direction and maintain stability.
- b) Support and inspire my team during the transition.
- c) Encourage adaptability and a positive outlook.

What's Your Leadership Style? Questionnaire

How do you handle mistakes or failures within your team?

- a) Address them directly and seek solutions.
- b) Encourage a learning mindset and view failures as opportunities.
- c) Empower team members to learn from their mistakes independently.

How do you motivate your team to perform at their best?

- a) Set high expectations and challenge them to excel.
- b) Recognize their efforts and celebrate achievements.
- c) Encourage autonomy and give them room to grow.

When building a team, what is your priority?

- a) Finding individuals with specific skills and experience.
- b) Building a diverse team with different strengths and perspectives.
- c) Fostering a sense of camaraderie and collaboration among team members.

Scoring:

For every "a" response, give yourself 2 points.

For every "b" response, give yourself 3 points.

For every "c" response, give yourself 1 point.

Interpretation:

10-17 points: Authoritative Leader

18-25 points: Democratic Leader

26-30 points: Laissez-Faire Leader

Remember, leadership styles can vary depending on the situation, and no style is inherently better than others. Use the results to gain insights into your strengths and areas for growth as a leader.

Now that I know my leadership style, what's next?

Once you learn your leadership style, the next steps typically involve:

Self-Reflection: Take some time to reflect on the insights gained from discovering your leadership style. Consider how your style aligns with your current role, team dynamics, and organizational culture. Reflect on your strengths and areas for growth as a leader.

What's Your Leadership Style? Questionnaire

Awareness of Strengths and Weaknesses: Recognize and embrace your leadership strengths, as they can be instrumental in guiding your approach to decision-making, communication, and team management. Similarly, acknowledge any weaknesses or areas for improvement to work on becoming a more well-rounded leader.

Skill Development: Based on your leadership style, identify specific skills and competencies that you can further develop to enhance your leadership effectiveness. This might include communication skills, conflict resolution, emotional intelligence, or strategic thinking.

Adaptability: While it's essential to understand your predominant leadership style, also recognize the importance of being adaptable. Different situations may require you to adjust your leadership approach to best suit the needs of your team and organization.

Seek Feedback: Request feedback from peers, colleagues, and team members about your leadership style and effectiveness. Honest feedback can provide valuable insights and help you make necessary adjustments to improve your leadership.

Continued Learning: Stay curious and open to learning about various leadership styles and approaches. Attend leadership development workshops, read leadership books, and engage in networking opportunities to gain insights from other leaders.

Practice and Implementation: Put your knowledge into action by applying your leadership style in various situations. Be intentional about incorporating your strengths and skills into your leadership practices.

Mentorship and Coaching: Consider seeking mentorship or coaching from experienced leaders or leadership experts. A mentor or coach can provide guidance, support, and valuable advice as you continue to grow as a leader. If you want to learn more about our coaching at Habitual, book a free Discovery Call here <https://habitualprofessionaldevelopment.as.me/discoverycall>

Leadership Development Plan: Create a personalized leadership development plan that outlines your goals, strategies, and timelines for becoming a more effective and impactful leader.

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Embrace Growth Mindset: Embrace a growth mindset, knowing that leadership development is an ongoing journey. Be open to learning from successes and challenges, and use them as opportunities to grow and refine your leadership style continually.

Remember, leadership is a dynamic and evolving process. By continuously honing your leadership skills and adapting to the needs of your team and organization, you can become an even more influential and successful leader.

If you are looking for more support around your leadership style, how your own growth can help your teams growth, and/or our Emerging Leaders Program, book a complimentary consult here

<https://habitualprofessionaldevelopment.as.me/discoverycall>