Leadership Style Questionnaire

<u>What you need to do:</u>

The purpose of this leadership style questionnaire is to identify your preferred leadership style. Effective leaders adopt a range of styles, according to the situation, which cover a wide spectrum from autocratic through to delegation. Leaders, therefore, choose how much direction and freedom to give others in any particular situation.

This questionnaire will quickly identify your preferred leadership style with a view to identifying your natural style and your development needs.

Below is a list of statements about your leadership style. Read each one in turn and score how strongly each statement reflects your beliefs.

Never		**Sometimes**			**Always**
0	1	2	3	4	5

Score: Questions A:

In work, I will prioritise completing a task ahead of relationships with people.

When managing a project, I always have an eye on timings and milestones to ensure I complete on time.

I am motivated to analyse problems in detail.

The more difficult a challenge, the more I am motivated to overcome it.

I find multi-tasking easy, even with complicated tasks.

Whilst completing a task is important, the detail is equally important and must be adhered to.

When facing a substantial challenge, I enjoy breaking it into small component parts.

Detail is important. It is important to correct others even at the expense of affecting a work relationship.

I believe it is important that everyone manages their time to be efficient and effective.

I believe that an effective team is at its best when perfecting recurring tasks. teams perform best when individuals keep doing the same tasks and perfecting them, instead of learning new skills and challenging themselves.

TOTAL SCORE: _____

Score: Questions B:

I get a buzz from coaching others when they are faced with a new challenge.

I encourage my team to get involved in decision-making and problem-solving with a view to following through with their solutions.

Creativity and initiative is something I instil in all my employees.

I'm highly-motivated to read management and leadership articles and am keen to put what I learn into practice in the workplace.

I believe it is important to express the importance of detail to others.

I believe that the key to an effective team is for members to learn new skills and face new challenges.

Above all, building and shaping an effective team is the most important management responsibility.

Respecting the work-life balance of colleagues is important.

I actively listen to colleagues to facilitate their problem-solving and development.

I make a point of reading trade journals and articles to discover and implement new ways of working.

TOTAL SCORE: _____

Plot your scores for each section by marking a X on each line below.

Score A: 0_____25_____50

Score B: 0_____25_____50

Notes: