

This brief activity will give an indication of your preferred management style.

There are 30 statements. Score each by ticking whether you agree, disagree, or are neutral. Mark your immediate response and try not to overthink. Simply tick your first response and move on to the next statement. There are no right or wrong answers. You are simply discovering your most natural style.

Statement	Neutra l	Disagre e	Agree
1 I prefer to encourage discussion around problem-solving			
2 I like to make most decisions on behalf of the group			
3 I expect my group to solve problems without my input			
4 I like to look for consensus across the team			
5 I expect my team members to comply with my decisions			
6 Whatever the team decides, I'm happy with it			
7 I'll only make a final decision having consulted with the team			
8 I prefer to make decisions alone before telling the group			
9 I'll give everything the team needs for them to be self-sufficient			
10 I like to include others and encourage contributions from team members			
11 I like to tell my team how to complete a task			
12 My team know the goal, how they achieve it is their business			
13 I encourage ideas from others as to how a task should be completed			
14 I own and make major decisions myself			
15 I'll give minimum guidance to my team, no more			
16 When a task is important, I'll include all members of my team			
17 Tasks should be well-structured and organised			
18 My team are highly-motivated and need little instruction from me			
19 I like to promote creativity and encourage solutions			
20 The team just need to follow my instructions			

21	I prefer to get out of the way whilst my team find solutions			
Statement		Neutra l	Disagre e	Agree
22	I like to see all members of my team participating			
23	The rules are important			
24	My team have complete freedom to do things their way			
25	I'm more comfortable offering guidance than control			
26	If you don't keep an eye on them, they won't do their job well			
27	When it comes to decision-making, the team knows best			
28	I like to see individuals engaged in the process			
29	Most employees lack the knowledge to do it to my standards			
30	My team should just want to get on with it, without my input			

What's your natural management style?

For each Agree score +1 and for each Disagree score -1. Every Neutral score is zero.

Total your scores from the statements as follows:

- a. 1, 4, 7, 10, 13, 16, 19, 22, 25, 28 ___ (democrat)
- b. 2, 5, 8, 11, 14, 17, 20, 23, 26, 29 ___ (autocrat)
- c. 3, 6, 9, 12, 15, 18, 21, 24, 27, 30 ___ (laissez-faire)

Draw your scores and join the dots!

