

# Leadership Style Quiz

## Directions

This questionnaire contains statements about leadership style beliefs. Next to each statement, circle the number that represents how strongly you feel about the statement by using the following scoring system:

Almost Always True - 5

Frequently True - 4

Occasionally True - 3

Seldom True - 2

Almost Never True - 1

Be honest about your choices as there are no right or wrong answers - it is only for your own self-assessment.

		Almost Always True	Frequently True	Occasionally True	Seldom True	Almost Never True
1	I always retain the final decision making authority within my team.	5	4	3	2	1
2	I always try to include one or more team members/officers in determining what to do and how to do it. However, I maintain the final decision making authority.	5	4	3	2	1
3	I and my team always vote whenever a major decision has to be made.	5	4	3	2	1
4	I do not consider suggestions made by my team members/officers as I do not have the time for them.	5	4	3	2	1
5	I ask for team member/officer ideas and input on upcoming plans and projects.	5	4	3	2	1
6	For a major decision to pass in my team, it must have the approval of each individual or the majority.	5	4	3	2	1
7	I tell my team members/officers what has to be done and how to do it.	5	4	3	2	1
8	When things go wrong and I need to create a strategy to keep a project or process running on schedule, I call a meeting to get my team members/officers advice.	5	4	3	2	1
9	To get information out, I send it by email, memos, or voice mail; very rarely is a meeting called. My team members/officers are then expected to act upon the information.	5	4	3	2	1
10	When someone makes a mistake, I tell them not to ever do that again and make a note of it.	5	4	3	2	1
11	I want to create an environment where the team members/officers take ownership of the project. I allow them to participate in the decision making process.	5	4	3	2	1
12	I allow my team members/officers to determine what needs to be done and how to do it.	5	4	3	2	1
13	New officers are not allowed to make any decisions unless it is approved by me first.	5	4	3	2	1

		Almost Always True	Frequently True	Occasionally True	Seldom True	Almost Never True
14	I ask team members/officers for their vision of where they see the team going and then use their vision where appropriate.	5	4	3	2	1
15	My team members/officers know more about their responsibilities than me, so I allow them to carry out the decisions to do their job.	5	4	3	2	1
16	When something goes wrong, I tell my team members/officers that a procedure is not working correctly and I establish a new one.	5	4	3	2	1
17	I allow my team members/officers to set priorities with my guidance.	5	4	3	2	1
18	I delegate tasks in order to implement a new procedure or process.	5	4	3	2	1
19	I closely monitor my team members/officers to ensure they are performing correctly.	5	4	3	2	1
20	When there are differences in role expectations, I work with them to resolve the differences.	5	4	3	2	1
21	Each individual is responsible for defining his/her responsibilities	5	4	3	2	1
22	I like the power that my leadership position holds over students.	5	4	3	2	1
23	I like to use my leadership power to help students grow.	5	4	3	2	1
24	I like to share my leadership power with my students.	5	4	3	2	1
25	Team members/officers must be directed or threatened with punishment in order to get them to achieve the organizational objectives.	5	4	3	2	1
26	Team members/officers will exercise self-direction if they are committed to the objectives.	5	4	3	2	1
27	Team members/officers have the right to determine their own organizational objectives.	5	4	3	2	1
28	Team members/officers seek mainly security.	5	4	3	2	1
29	Team members/officers know how to use creativity and ingenuity to solve organizational problems.	5	4	3	2	1
30	My team members/officers can lead themselves just as well as I can.	5	4	3	2	1

In the fill-in lines below, mark the score of each item on the questionnaire. For example, if you scored item one with a 3 (Occasionally), then enter a 3 next to Item One. When you have entered all the scores for each question, total each of the three columns.

Item	Score	Item	Score	Item	Score
1		2		3	
4		5		6	
7		8		9	
10		11		12	
13		14		15	
16		17		18	
19		20		21	
22		23		24	
25		26		27	
28		29		30	
<b>TOTAL</b>		<b>TOTAL</b>		<b>TOTAL</b>	

Authoritarian  
Style  
(autocratic)

Participative  
Style  
(democratic)

Delegative  
Style  
(free reign)

This questionnaire is to help you assess what leadership style you normally operate out of. The lowest score possible for a stage is 10 (Almost never) while the highest score possible for a stage is 50 (Almost always).

The highest of the three scores indicates what style of leadership you normally use. If your highest score is 40 or more, it is a strong indicator of your normal style.

The lowest of the three scores is an indicator of the style you least use. If your lowest score is 20 or less, it is a strong indicator that you normally do not operate out of this mode.

**If two of the scores are close to the same, you might be going through a transition phase, either personally or at work, except:**

If you score high in both the participative and the delegative then you are probably a delegative leader.

If there is only a small difference between the three scores, then this indicates that you have no clear perception of the mode you operate out of, or you are a new leader and are trying to feel out the correct style for you.

## **Final Thoughts**

Normally, some of the best leaders operate out of the participative mode and use the other two modes as needed. An example of an exception would be a leader who has a new team or officer line. That leader would probably need to operating out of the authoritarian mode most of the time. On the other hand, a leader who has a team of returning students, or an officer line with a new team that knows more than she or he does, would probably operate out of the delegative mode.

Leaders who want their students to grow use a participative style of leadership. As they "grow" into their jobs, then they are gradually given more authority (delegative) over their jobs.

Adapted from a survey designed by Don Clark  
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Leadership Training and Development Outline

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<http://www.nwlink.com/~donclark/leader/survstyl.html>