



## LEADERSHIP style self-assessment

This self-assessment profile will help you assess your preferred leadership style.

### LEADERSHIP style self-assessment

---

Read the following descriptions and rate yourself on the following scale from 1 to 5:

- 5 = I always do this.
- 4 = I often do this.
- 3 = I occasionally do this.
- 2 = I seldom do this.
- 1 = I never do this.

Interacting with my team members, I:

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Have responsibility for problem solving and decision making.            | 5 | 4 | 3 | 2 | 1 |
| 2. Give instructions and share information.                                | 5 | 4 | 3 | 2 | 1 |
| 3. Set out work procedures and standards.                                  | 5 | 4 | 3 | 2 | 1 |
| 4. Evaluate performance.   | 5 | 4 | 3 | 2 | 1 |
| 5. Identify problems and develop actions plans to resolve them.            | 5 | 4 | 3 | 2 | 1 |
| 6. Set people objectives.  | 5 | 4 | 3 | 2 | 1 |
| 7. Control decision making.  | 5 | 4 | 3 | 2 | 1 |
| 8. Allocate resources.   | 5 | 4 | 3 | 2 | 1 |
| 9. Provide direction.  | 5 | 4 | 3 | 2 | 1 |
| 10. Ask for opinions and information.                                      | 5 | 4 | 3 | 2 | 1 |
| 11. Coordinate what team members are doing, but not how they are doing it. | 5 | 4 | 3 | 2 | 1 |
| 12. Build trust in the team.   | 5 | 4 | 3 | 2 | 1 |
| 13. Facilitate communication with and between others.                      | 5 | 4 | 3 | 2 | 1 |
| 14. Ask for and am receptive to ideas.                                     | 5 | 4 | 3 | 2 | 1 |
| 15. Encourage participation.   | 5 | 4 | 3 | 2 | 1 |
| 16. Reconcile difficulties if reported.                                    | 5 | 4 | 3 | 2 | 1 |
| 17. Monitor performance directly.  | 5 | 4 | 3 | 2 | 1 |
| 18. Focus on what the team members are feeling.                            | 5 | 4 | 3 | 2 | 1 |
| 19. Encourage a good team spirit.  | 5 | 4 | 3 | 2 | 1 |
| 20. Show confidence in team members' abilities.                            | 5 | 4 | 3 | 2 | 1 |

## LEADERSHIP style self-assessment scoring

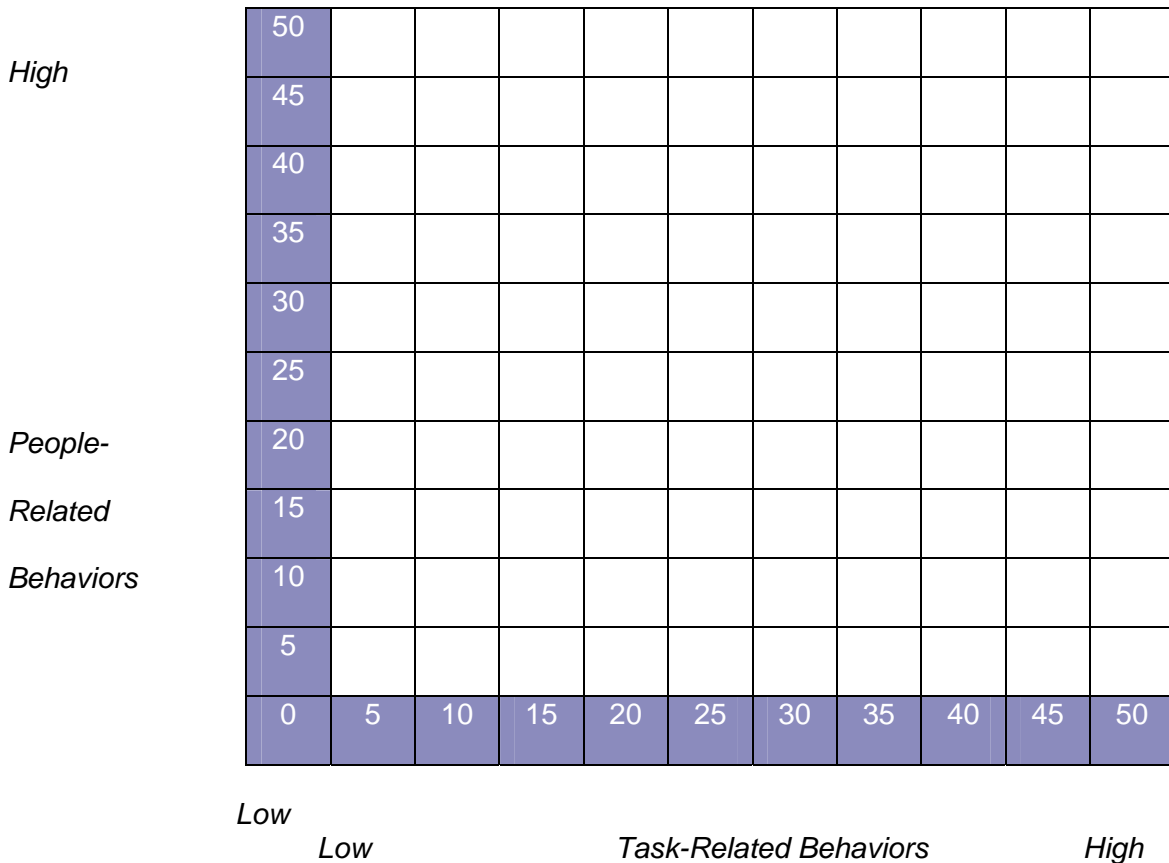
Total your scores for questions 1 to 10. These questions relate to task-related leadership behaviors—the horizontal axis in the graph below. These behaviors include telling people what to do, explaining, giving information and directing.

**Score for task-related behaviors (horizontal axis):** \_\_\_\_\_

Now, total your scores for questions 11 to 20. These questions relate to people-related leadership behaviors—the vertical axis in the graph below. These behaviors include asking people for ideas, encouraging and building trust.

**Score for people-related behaviors (vertical axis):** \_\_\_\_\_

Plot your score on the graph below by putting an X where your scores for the horizontal axis and the vertical axis meet.



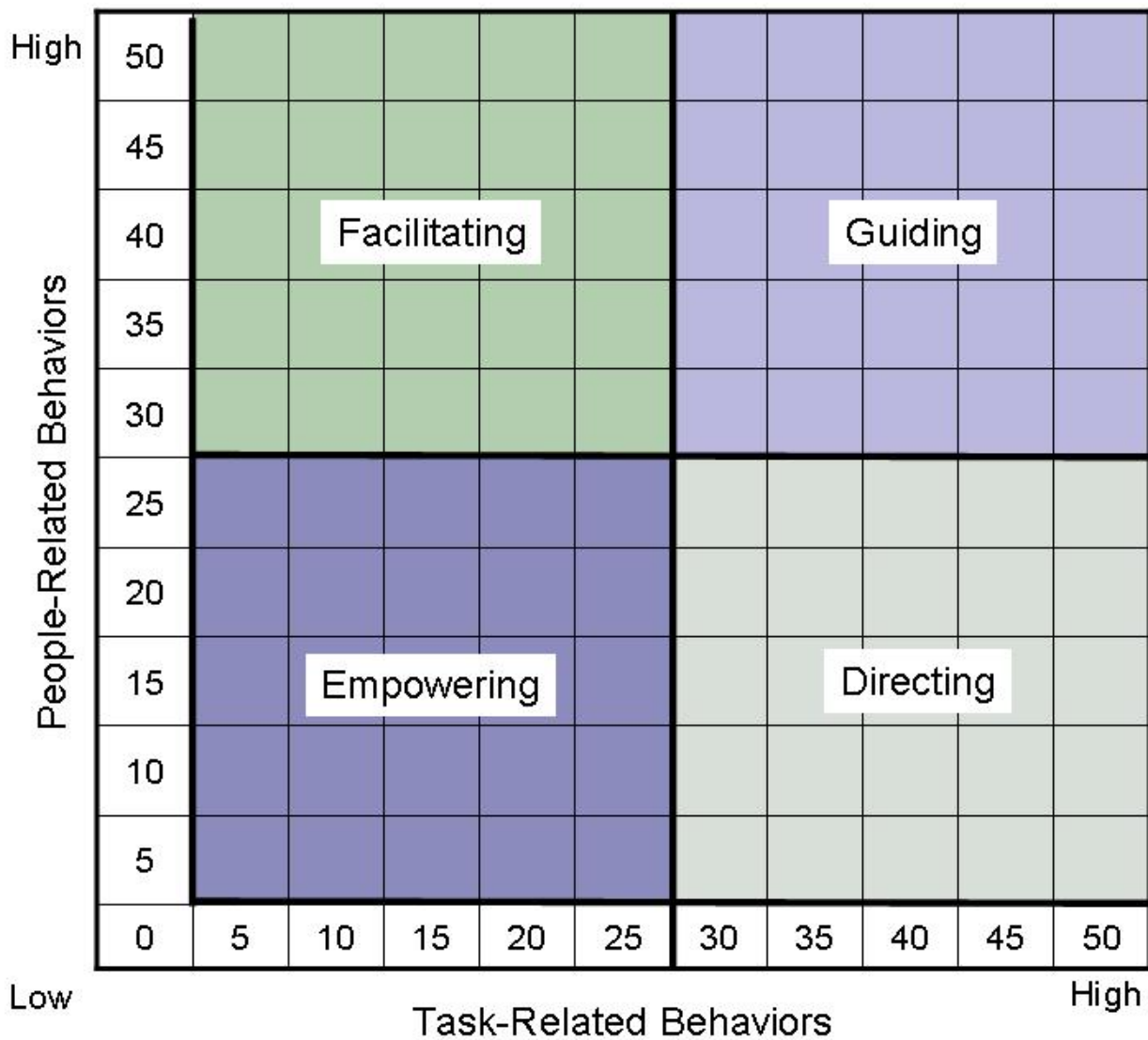
### [Leadership Style Assessment Score Interpretation](#)

Reproduced by permission from HRD Press, Inc., Compendium of Questionnaires and Inventories, Volume 2, Cook, Sarah.

[www.performanceSolutions.nc.gov/developmentInitiatives/CareerDevelopment/Assessments/LeadershipStyle.doc](http://www.performanceSolutions.nc.gov/developmentInitiatives/CareerDevelopment/Assessments/LeadershipStyle.doc)

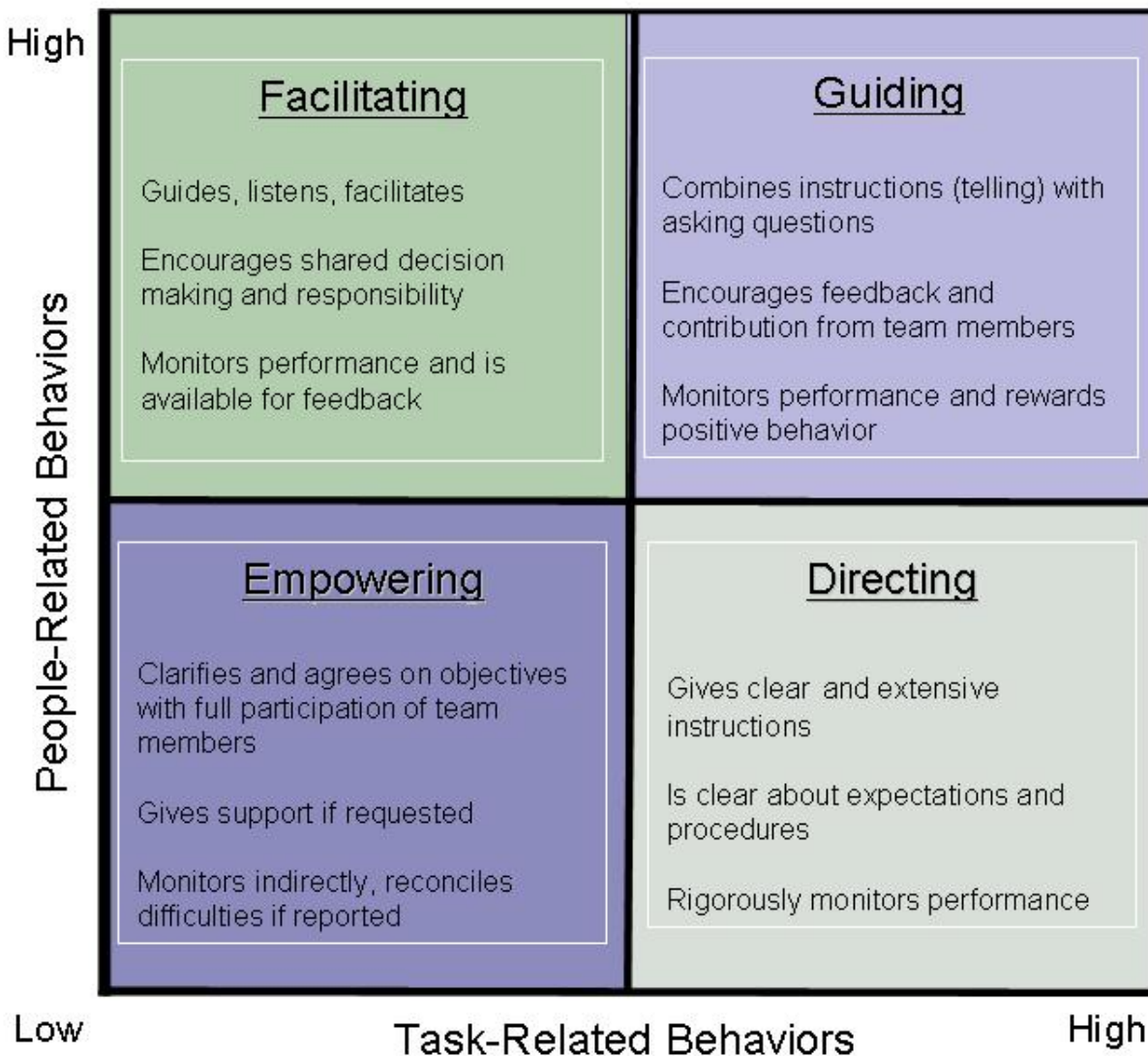
## SCORE interpretation: leadership style

There are four possible leadership styles. Look at the area on the graph where your two scores meet. This represents your leadership style.



## LEADERSHIP style: typical behaviors

---



Reproduced by permission from HRD Press, Inc., Compendium of Questionnaires and Inventories, Volume 2, Cook, Sarah.

[www.performanceSolutions.nc.gov/developmentInitiatives/CareerDevelopment/Assessments/ScoreInterpretations/LeadershipStyleScoreInterpretation.pdf](http://www.performanceSolutions.nc.gov/developmentInitiatives/CareerDevelopment/Assessments/ScoreInterpretations/LeadershipStyleScoreInterpretation.pdf)