



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 |

