



Leadership Styles Preference Indicator

Self-assessment tool to determine your preferred leadership style

Introduction

This indicator will help you identify your most preferred leadership style or styles.

Instructions

Reflect on a recent project where you were a leader and had team members report to you (either direct reports or others who were assigned to work on the project such as volunteers). For each statement below indicate how *frequently* you demonstrated this behavior using the following scale:

0 – Not at all 1 – Periodically 2 – Frequently 3 – Often

TO WHAT EXTENT DID YOU:	1	2	3	4	5	6	7
1. Delegate the tasks to my direct report and wanted them to run with it							
2. Invite team members to take turns speaking or guiding the team meetings							
3. Share a future-oriented vision of the project and the outcomes							
4. Maintain hands-on control throughout the effort							
5. Challenge my team with very big project goals that almost seemed unattainable							
6. Help my team members think through how to approach the task							
7. Link my followers' role on the project into a vision of success							
8. Focus on helping my team members build critical skills through the project and deepen their learning							
9. Give my direct report the autonomy to make it happen and wasn't too concerned with checking in							
10. Help my team feel satisfied about the project and have fun in the process							
11. Outline in detail what my direct reports should do with hopes they would follow it to the letter							
12. Model really effective behavior for my team members							
13. Use a collaborative approach to making decisions, asking for their input and reaching consensus							
14. Check in periodically with my directs to see how they felt about the project							
Total the numbers in each column							

Leadership Styles Preference Indicator

Interpretation

The columns represent each of the seven primary leadership styles. Transfer your scores from page one to the table below.

COLUMN	LEADERSHIP STYLE	YOUR SCORE
1	Laissez-Faire	
2	Directive	
3	Visionary	
4	Affiliative	
5	Participative	
6	Pacesetting	
7	Coaching	

Based on the top 2 scores identified above, what are your top two leadership style preferences?

Preferred Style #1 (Highest Score): _____

Preferred Style #2 (Next Highest Score): _____