

Leadership Style Self Assessment

Rank yourself on a 1-5 scale on each of the characteristics and behaviors below.

Almost
Always 5 Usually 4 Often 3 Rarely 2 Never 1

1. I grant followers autonomy over how and when tasks get done _____
2. I depend on my position for power and authority _____
3. I am a good leader in periods of growth and transition _____
4. Building community is a top priority _____
5. My primary goal is to inspire my team to achieve their full potential _____
6. I follow the rules and regulations and require followers do the same _____
7. I am comfortable moving beyond the status quo _____
8. I share my power and control _____
9. I am motivated to inspire and motivate others _____
10. I am practical and realistic _____

11. I encourage risk taking and experimentation _____
12. I make decisions based on ethics and principles _____
13. I support diversity, equity and inclusion _____
14. My primary goal is performance and productivity _____
15. I encourage thinking outside the box _____
16. I focus more on people than profits _____
17. I provide intellectual stimulation for my followers _____
18. I measure success by productivity / output _____
19. I am motivated by what is possible / what can be _____
20. I rarely tell others what to do _____
21. I create teams where everyone participates _____
22. I provide structure and order _____
23. I integrate followers ideas into the common vision _____
24. I maintain humility _____
25. I empower followers to drive organizational change _____
26. I punish the followers that do not perform well _____

27. I encourage followers to take on new challenges and responsibilities _____
28. My primary goal is to serve rather than to lead _____
29. I help followers grow and develop into leaders _____
30. I am motivated to maintain the status quo _____
31. I foster creativity and personal growth _____
32. I follow the guidelines of Stewardship _____
33. I align my followers' goals with the organization _____
34. I am loyal to the organization (over the employees) _____
35. My primary goal is having a shared vision for the future _____
36. I work to strengthen relationships and collaborate from a place of compassion _____
37. I trust team members to define their own steps to success _____
38. I encourage competition to motivate my followers _____
39. I see failure as a normal part of growth and change _____
40. I am motivated by serving the needs of followers _____

Total Your Points by adding up the numbers you listed for each question as follows:

Total for #1, 5, 9, 13
17, 21, 25, 29, 33, 37

Total for #2, 6, 10, 14
18, 22, 26, 30, 34, 38

Total for #3, 7, 11, 15,
19, 23, 27, 31, 35, 39

Total for #4, 8,12, 16,
20, 24, 28, 32, 36, 40

Transformational

Transactional

Visionary

Servant

While there is some overlap from one style to another, these are the primary characteristics / behaviors of each style individually.

List them in order of highest points to lowest:

Style with most points _____
Style with 2nd most points _____
Style with 3rd most points _____
Style with 4th most points _____
Style with least points _____

This represents your leadership style and behaviors.

Search the internet to learn more about your Style - the pros and cons, etc.

If you choose to change your leadership style, use this as a checklist for behaviors to modify, add, delete.

