

## What's Your Leadership Style?

Below is a list of statements about leadership behavior. Read each one carefully, then, using the following scale, decide the extent to which it actually applies to you. For best results, answer as truthfully as possible.

never	rarely	sometimes	often	usually	always
0	1	2	3	4	5

1. \_\_\_\_\_ I encourage my team to participate in decision making and I try to implement their ideas and suggestions.
2. \_\_\_\_\_ Nothing is more important than accomplishing a goal or task.
3. \_\_\_\_\_ Respect for, and valuing, people is my highest priority.
4. \_\_\_\_\_ I closely monitor the schedule to ensure a task or project will be completed in time.
5. \_\_\_\_\_ I enjoy coaching people on new tasks and procedures.
6. \_\_\_\_\_ The more challenging a task is, the more I enjoy it.
7. \_\_\_\_\_ I encourage others to be creative about their job.
8. \_\_\_\_\_ When seeing a complex task through to completion, I ensure that every detail is accounted for.
9. \_\_\_\_\_ I enjoy reading articles, books, and journals about training, leadership, and psychology; and then putting what I have read into action.
10. \_\_\_\_\_ I find it easy to carry out several complicated tasks at the same time.
11. \_\_\_\_\_ When correcting other's mistakes, I worry about jeopardizing relationships.
12. \_\_\_\_\_ I manage my time very efficiently.
13. \_\_\_\_\_ I enjoy explaining the intricacies and details of a complex task or project to people I am leading.
14. \_\_\_\_\_ Breaking large projects into small manageable tasks is second nature to me.
15. \_\_\_\_\_ Nothing is more important than building a great team.
16. \_\_\_\_\_ I enjoy analyzing problems.
17. \_\_\_\_\_ I honor other people's boundaries.
18. \_\_\_\_\_ I enjoy reading articles and books about ministry; and then implementing the new procedures I have learned.
19. \_\_\_\_\_ Counseling others to improve their performance or behavior is second nature to me.
20. \_\_\_\_\_ I enjoy organizing and planning activities.

## Scoring Section

After completing the questioner, transfer your answers to the spaces below:

### People

#### Question

1. \_\_\_\_\_

3. \_\_\_\_\_

5. \_\_\_\_\_

7. \_\_\_\_\_

9. \_\_\_\_\_

11. \_\_\_\_\_

13. \_\_\_\_\_

15. \_\_\_\_\_

17. \_\_\_\_\_

19. \_\_\_\_\_

**TOTAL** \_\_\_\_\_

(divide answer by 5)

**Score:** \_\_\_\_\_

### Task

#### Question

2. \_\_\_\_\_

4. \_\_\_\_\_

6. \_\_\_\_\_

8. \_\_\_\_\_

10. \_\_\_\_\_

12. \_\_\_\_\_

14. \_\_\_\_\_

16. \_\_\_\_\_

18. \_\_\_\_\_

20. \_\_\_\_\_

**TOTAL** \_\_\_\_\_

(divide answer by 5)

**Score:** \_\_\_\_\_

## Results Section

Plot your final scores on the graph below by marking a dot for your people score on the vertical axis to the right of the matrix, and marking a dot for your task score on the horizontal axis at the bottom of the matrix. Then, draw two straight lines from each dot until they intersect. The area of intersection is the leadership dimension that you operate out of.

