

# Leadership Styles Survey

This questionnaire contains statements about leadership style beliefs. Next to each statement, circle the number that represents how strongly you feel about the statement.

Be honest as there are no right or wrong answers — it is only for you.

		Almost Always True	Frequently True	Occasionally True	Seldom True	Almost Never True	
1.	I always retain the final decision making authority within my team.	5	4	3	2	1	
2.	I always try to include one or more team members in deciding what to do and how to do it. However, I make the final decision.	5	4	3	2	1	
3.	My team and I vote when major decisions are needed	5	4	3	2	1	
4.	I do not consider suggestions made by my team as I do not have the time for them.	5	4	3	2	1	
5.	I ask for team ideas on upcoming projects.	5	4	3	2	1	
6.	For a major decision to be approved it must have the approval of each team member.	5	4	3	2	1	
7.	I tell my team members what has to be done and how to do it.	5	4	3	2	1	
8.	When things go wrong, I need to create a strategy to keep a project running on schedule, I call a meeting to get my teams advice.	5	4	3	2	2	
9.	To get information out, I send it by email, memos, or phone; very rarely is a meeting called. My team are then expected to act upon the information.	5	4	3	2	1	
10.	When someone makes a mistake, I tell them not to ever do that again and make a note of it.	5	4	3	2	1	
11.	I want to create an environment where the team members take ownership of the project. They participate in the decision making process.	5	4	3	2	1	
12.	I allow my team members to determine what needs to be done and how to do it.	5	4	3	2	1	
13.	New members are not allowed to make any decisions unless it is approved by me first.	5	4	3	2	1	
14.	I ask team members for their vision of where they see their roles and then use their vision where appropriate.	5	4	3	2	1	
15.	My team know more about their roles than me, so I they carry out the decisions to do their job.	5	4	3	2	1	
16.	When something goes wrong, I tell my team that something is not working correctly and change it	5	4	3	2	1	

17.	I allow my team to set priorities with my guidance.	5	4	3	2	1	
18.	I delegate tasks in order to implement a new procedure or process.	5	4	3	2	1	
19.	I closely monitor my team members to ensure they are performing well.	5	4	3	2	1	
20.	When there are differences, I work with individuals to resolve these.	5	4	3	2	1	
21.	Each individual is responsible for defining their job.	5	4	3	2	1	
22.	I like the power that my leadership position gives me over others.	5	4	3	2	1	
23.	I like to use my leadership power to help my team members grow.	5	4	3	2	1	
24.	I like to share my leadership power with my team members.	5	4	3	2	1	
25.	Team members must be directed or threatened with punishment in order to get them to achieve the/my objectives.	5	4	3	2	1	
26.	Team members will exercise self-direction if they are committed to the objectives.	5	4	3	2	1	
27.	Team members have the right to determine their own organizational objectives.	5	4	3	2	1	
28.	Team members seek mainly security.	5	4	3	2	1	
29.	Team members know how to use creativity to solve problems.	5	4	3	2	1	
30.	My team can lead themselves as well as I can.	5	4	3	2	1	
Total of Sum 1 (A) (1+4+7+10+13+16+19+22+25+28)							
Total of Sum 2 (P) (2+5+8+11+14+17+20+23+26+29)							
Total of Sum 3 (D) (3+6+9+12+15+18+21+24+27+30)							

# Scoring your Survey

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Score 1 is your Authoritarian score (Autocratic)

Score 2 is your Participative score (Democratic)

Score 3 is your Delegative score (Free reign)

The lowest score for any of these would be 10 and the highest 50.

The highest of the three scores indicates the style of leadership you normally use.

If your highest score is 40 or more, it is a strong indicator of your normal style.

The lowest of the three scores is an indicator of the style you least use.

If your lowest score is 20 or less, it is a strong indicator that you normally do not operate out of this mode.

If two of the scores are close to the same, you might be going through a transition phase, either personally or at work, except if you score high in both the participative and the delegative then you are probably a delegative leader.

If there is only a small difference between the three scores, then this indicates that you have no clear perception of the mode you operate out of, or you are a new leader and are trying to feel out the correct style for yourself.