

Leadership

Knowing your personal leadership style may help you:

- work more effectively in a team with others whose leadership style is different from yours
- be a more effective leader

Though you have a preferred leadership style, being aware of your style means you have the option to try a different style to suit changing situations.

Leadership Styles Quiz

What kind of a leader are you? This activity is a bit of fun pop-psychology that will help you to think about the different leadership styles.

It is a self-scoring quiz based on the results to the questions. Answer what is most like you, rather than what you think you should be or want to be.

1	Do you enjoy being in charge?	Yes	No
2	Do you think it is best to explain your reasons for a decision before carrying it out, even if it takes extra time and effort?	Yes	No
3	Do you prefer planning and paperwork to working directly with people?	Yes	No
4	When you meet someone new, do you ask for her/his name rather than introducing yourself first?	Yes	No
5	Do you share new developments affecting those you work with as a matter of course?	Yes	No
6	When you are assigning tasks, do you outline your expectations in detail?	Yes	No
7	Do you think a leader should be distant from those under her charge?	Yes	No
8	When you are setting a date for a meeting, do you choose the one most suitable to you rather than putting it to a vote?	Yes	No
9	As a leader, do you prefer to make decisions made after consulting others?	Yes	No
10	Would you find it fairly easy to fire someone who is incompetent?	Yes	No
11	Do you think the friendlier you are with people, the better you are able to lead them?	Yes	No
12	You have presented your solution to a difficult problem to a colleague who immediately finds fault with it. Are you dissatisfied that the problem still exists and angry with your critic?	Yes	No
13	Do you think that it is a good idea to have clear consequences for violation of rules?	Yes	No
14	Do you try to persuade people to accept your decisions?	Yes	No
15	Do you leave it to others to look after day-to-day matters and let you know?	Yes	No
16	Do you think everyone in your group owes you personal loyalty?	Yes	No
17	Do you step in and settle problems yourself rather than try some other method?	Yes	No
18	Do you think differences of opinion in a group are healthy?	Yes	No

Scoring

Count your number of “Yes” answers for the questions grouped below:

Group A –questions 1,4,7,10,13,16

Group B –questions 2,5,9,11,14,17

Group C –questions 3,6,8,12,15,18

- If you had the most “yes” answers in Group A, your preferred leadership style is the directing style.
- If you had the most “yes” answers in Group B, your preferred leadership style is a democratic - selling/participating style.
- If you had the most “yes” answers in Group C, your preferred leadership style is a delegating style.

This quiz illustrates one of the many, many theories on leadership. Each person tends to have a preferred style.

Leaders are most effective when they can select the leadership style most appropriate to the situation.

Situational leadership

Good leaders are tuned into what’s going on around them as well as their own needs and wants. This is called situational awareness and involves:

- awareness of the environment – paying attention to what’s going on around you and being ready to adapt to changing conditions.
- awareness of the group – knowing the goals and ability level of both the group and the individuals
- awareness of self – one of the most challenging leadership skills; recognizing whether you are reacting appropriately; knowing how stress affects your moods; what your self-care needs are; your fears, strengths/weaknesses; how you are influencing the group.

Directing style – Getting the job done

This style is used when something needs to be done quickly. It provides clear expectations on who, what, when and how something should be done. There is also a clear division between the leader and the followers. When using the directing style, leaders make decisions independently with little or no input from the rest of the group. This will be the primary leadership style in situations where girls need a lot of direction or where safety is a concern.

Selling style – It's a good plan, don't you think?

This style is used when leaders need to encourage group members to participate, but retain the final say over the decision-making process. Group members feel engaged in the process and are more motivated and creative.

Participating style – So what will it be?

Here leaders offer guidance to group members, participating as part of the group and facilitating input from other group members. Here, the leader plays more of a teaching role and engages girls by encouraging contributions.

Delegating style – It's the journey, not the destination.

Leaders in this situation offer little or no guidance to group members and leave decision-making up to group members. It is typically used in situations where group members are highly qualified in an area of expertise or where the process is more important than the outcome. Though it may lead to poorly defined roles and a lack of motivation, it can also lead to creative results and can be empowering for the group members.