Leadership Styles Assessment (EQ) form

Assess your leadership style by responding to the 12 statements below.
Take the following into consideration:

- Score each of these statements on a scale of 1 to 10
- Base it on how much you agree with the statement
- There are NO wrong responses
- There is NO correct leadership style

#	Statement	Score (1-10)
1	**I believe that setting high standards for myself, and those around me, is the most important factor that contributes to success.**	
2	**I believe it is more important to focus on ensuring the team is happy than focusing on the work itself.**	
3	**I work really hard to make sure I get buy in from everyone to my vision and the decisions I take.**	
4	**I believe that the key to success is being disciplined.**	
5	**I create an environment where everyone has the chance to speak and be heard.**	
6	**I don't like it when people argue or when there is conflict.**	
7	**I will delegate tasks but reserve the right to resume control if people are not performing adequately.**	
8	**I believe that decisions should be made by the team and not by me as the leader.**	
9	**I judge people's performance and value based on their effort and potential rather than the results they achieve.**	
10	**I believe in modelling desired behaviours and expecting others to follow my lead.**	
11	**If I can see that somebody is doing something wrong, I like to help them think of alternative ways of doing it.**	
12	**I am good at getting my ideas across and generating enthusiasm for these ideas from the team.**	

Next, calculate your scores…

Statement #:	1 + 4	3 + 12	2 + 6	5 + 8	7 + 10	9 + 11
Combined Score						

… NEXT, copy the scores to the table on page 2.

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Self-Assessment results:

#	1 + 4	3 + 12	2 + 6	5 + 8	7 + 10	9 + 11
Combined Score						
Style	Commanding	Visionary	Affiliative	Democratic	Pacesetting	Coaching

The Six Leadership Styles at a Glance

Research by Daniel Goleman has found that leaders use six styles. They each spring from different components of emotional intelligence. Here is a summary of the styles, their origin, when they work best, and their impact on an organization's climate and thus its performance.

	The leader's Modus Operandi	The style in phrase	Underlying emotional intelligence competencies	When the style works best	Overall impact on organization / teams
Commanding	Demands immediate compliance	"Do what I tell you."	Drive to achieve, initiative, self-control	In a crisis, to kickstart a turnaround, or with problem employees.	Negative
Visionary	Mobilizes people towards a vision	"Follow with me."	Self-confidence, empathy, change catalyst	When changes require a new vision, or when a clear direction is needed	Strongly Positive
Affiliative	Creates harmony and builds emotional bonds	"People come first."	Empathy, building relationships, communication	To heal rifts in a team or to motivate people during stressful circumstances	Positive
Democratic	Forges consensus through participation	"What do you think?"	Collaboration, team leadership, communication	To build buy-in or consensus, or to get input from valuable employees	Positive
Pacesetting	Sets high standards for performance	"Do as I do, now."	Conscientious-ness, drive to achieve, initiative	To get quick results form a highly motivated and competent team	Negative
Coaching	Develops people for the future	"Have you considered this?"	Developing others, empathy, self-awareness	To help an employee improve performance or develop long-term strengths	Strongly Positive