

Exercise: Identifying Your Current Leadership Styles

Instructions:

1. Look at the Tannenbaum & Schmidt Continuum of Leadership Behavior
2. For each leadership behavior, rate how often you currently use that style on a scale from 1 to 5:
 - 1 = Rarely Use
 - 5 = Frequently Use

Leadership Behaviors and Usage Level

Tells: You make the decision and tell your team what to do.	1	2	3	4	5
Sells: You make the decision, but you try to get your team on board by "selling" them on the benefits.	1	2	3	4	5
Suggests: You share your ideas and encourage your team to ask questions. You still have the final say.	1	2	3	4	5
Consults: You come up with a decision, but you're open to changing it based on what your team thinks.	1	2	3	4	5
Participates: You bring a problem to your team and ask for their input and suggestions before making a decision.	1	2	3	4	5
Delegates: You set some limits, but then you hand over the decision-making power to your team.	1	2	3	4	5
Abdicates: You give your team complete freedom to explore options and make decisions on their own.	1	2	3	4	5

Reflection Questions:

1. Which leadership style do you use the most? Why do you think that is?
2. Which style do you use the least? What factors contribute to this?
3. How do you think your current usage of different leadership styles impacts your team's performance and morale?
4. Can you think of situations where you might need to use a leadership style that you currently use less often? How can you prepare yourself for such situations?