

## leadership style inventory - SCORING KEY

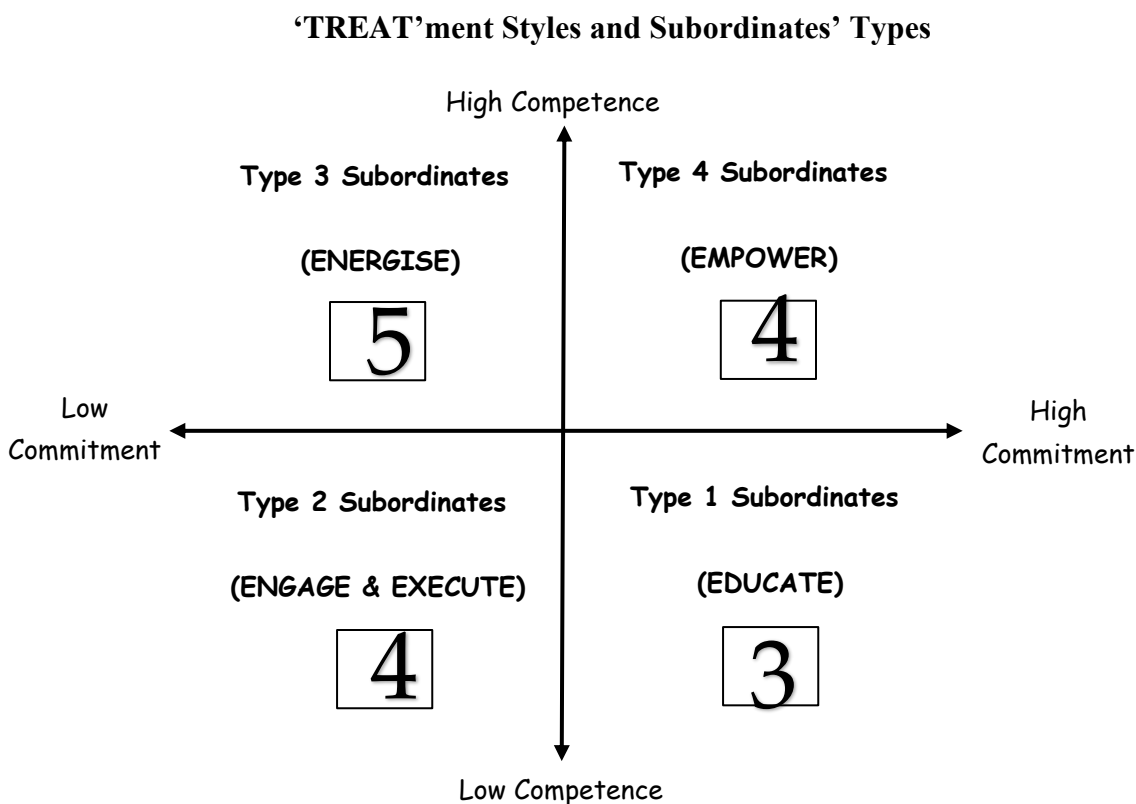
**LEADERSHIP STYLE TABLE:** Circle the letter that you have chosen for each situation on the same line to the right. After you have circled the alternative actions, total the number of circles for each sub-column and enter the totals in the appropriate spaces provided.

**STYLE ADAPTABILITY TABLE:** Circle the score that correspond to the alternative action choices made for each situation. For example, if for Situation 1 alternative choice was 'A' then circle '3' under column 'a'. Next, add the numbers in each vertical column and write their sums next to 'subtotals'. Finally, add the subtotals for columns 'A' and 'B' to calculate 'Leadership Style Adaptability' score. Write this number in the box provided.

		LEADERSHIP STYLE TABLE						STYLE ADAPTABILITY TABLE	
		(1)	(2)	(3)	(4)			(A)	(B)
SITUATIONS	1	A			B			3	0
	2	A		B				0	3
	3		B	A				0	3
	4		B		A			3	0
	5	A	B					3	0
	6	A			B			0	3
	7			B	A			0	3
	8		A	B				3	0
	9	A		B				0	3
	10	B		A				0	3
	11		B		A			3	0
	12		A		B			3	0
	13	A		B				3	0
	14			A	B			3	0
	15		A		B			0	3
	16	A	B					0	3
Sub-Totals		3	4	5	4	Sub-Totals		21	+ 21
								Leadership Style Adaptability =	
								42	

## LEADERSHIP STYLES PROFILE

Refer to columns 1 through 4 in the 'Leadership Style Table' on page 1. Transfer the total for each column to the box in the corresponding quadrants in the model below.



## LEADERSHIP STYLE ADAPTABILITY

**16-24:** Adaptability scores less than 16 indicate a need for self-development to improve both the ability to diagnose task readiness and to use appropriate leader behaviours.

**25-36:** This range reflects a moderate degree of adaptability. Scores in this range usually indicate a reasonable understanding of situations and the ability to adapt the leadership style accordingly.

**37-48:** Scores in this range indicate a leader with a high degree of adaptability. The leader accurately diagnoses the willingness and the ability of the follower for the situation and adjusts her/his leadership style accordingly.