SUCCESS+

LEADERSHIP STYLE ASSESSMENT
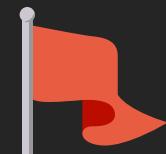
Identify Your Dominant Leadership Style, Become A More Effective Leader

While all leaders exhibit elements of multiple leadership styles, it's crucial to understand how to leverage your strengths and areas of development.

Instructions:

- For each statement on the following page, choose the option that best describes your typical behavior or approach in a leadership role.
- There are no right or wrong answers. Focus on what resonates most with you.

Questionnaire

Scenario 1: Team Dynamics

Your team is struggling to collaborate effectively. How would you address this issue?

A. Facilitate open dialogue and encourage team-building activities.

B. Implement clear guidelines and expectations for team behavior.

C. Empower team members to resolve conflicts independently.

D. Provide coaching and mentorship to help team members develop interpersonal skills.

E. Ask how you can support your team members better.

Scenario 2: Decision-Making

You need to make a critical decision that will impact your team's future. How will you approach this process?

A. Gather input from your team and make a decision collaboratively.

B. Be decisive based on your expertise and experience.

C. Delegate the decision-making process to a trusted team member.

D. Encourage the team to brainstorm and innovate, then guide them toward a solution.

E. Consider how each option will impact the team's well-being and make the best choice from there.

Scenario 3: Change Management

Your organization is undergoing a significant change. How will you lead your team through this transition?

A. Involve your team in the change process and address their concerns.

B. Provide clear direction and expectations for the new changes.

C. Allow your team to adapt to the changes at their own pace.

D. Foster a culture of resilience and adaptability within your team.

E. Support your team members through the change, ensuring they have the resources and guidance they need.

Scenario 4: Performance Feedback

A team member is consistently underperforming. How will you address this issue?

A. Have a candid conversation with the team member to understand the root cause.

B. Set clear performance expectations and provide regular feedback.

C. Offer additional resources or training to help the team member improve.

D. Provide coaching and support to help the team member develop new skills.

E. Ask the team member how you can better support them in improving their performance.

Scenario 5: Team Motivation

How do you motivate your team to achieve their goals?

A. Celebrate successes and recognize individual contributions.

B. Set challenging but achievable goals and provide rewards.

C. Foster a positive and supportive work environment.

D. Inspire your team with a compelling vision for the future.

E. Understand and meet the individual needs of your team members.

Scenario 6: Conflict Resolution

You are mediating a conflict between two team members who have differing opinions on a project. How would you approach this situation?

A. Encourage the team members to find a compromise that satisfies both parties.

B. Make a decision to resolve the conflict and impose it on the team members.

C. Allow the team members to resolve the conflict on their own, with minimal intervention.

D. Facilitate a structured discussion to help the team members understand each other's perspectives.

E. Determine the underlying needs of each team member and guide them toward a mutually beneficial solution.

Scoring

Count the number of times you selected each option (A, B, C, D, or E).
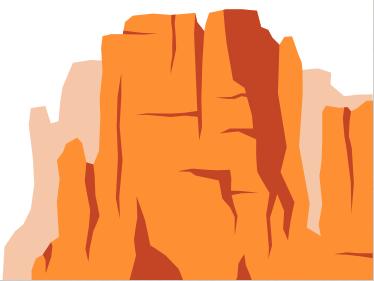
The option you selected most frequently indicates your dominant leadership style:

A.
Democratic/ Participative

This style involves sharing power with the team and encouraging participation in decision-making.

Learn more on page 5

B.
Authoritative/ Directive

This style involves making decisions independently and providing clear instructions to the team.

Learn more on page 6

C.
Laissez-Faire/ Delegative

This style involves giving the team significant autonomy and minimal guidance.

Learn more on page 7

D.
Coaching/ Transformational

This style involves inspiring and motivating the team to achieve their full potential.

Learn more on page 8

E.
Servant/ Supportive

This style involves prioritizing the needs of your team members and empowering them to achieve their full potential.

Learn more on page 9

Deep Dive

Democratic/Participative

This style involves sharing power with the team and encouraging participation in decision-making.

You value collaboration and teamwork, seeking input and consensus from your team

Actionable Steps:

- Facilitate open and honest communication.
- Encourage diverse perspectives.
- Use collaborative decision-making tools like brainstorming, consensus-building, and voting.
- Build strong relationships, and foster a positive team culture.
- Celebrate team achievements, and recognize the contributions of each individual.
- Reflect on your experience as a leader:
  - Recall a time when you involved your team in a major decision. How did their input influence the outcome?
  - Think about a situation where you had to balance the need for consensus with the urgency of a decision. What strategies did you use to achieve both?
  - Consider a time when you faced resistance to a decision you made collaboratively. How did you address the concerns and maintain team morale?

Key Characteristics:

- Collaborative
- Inclusive
- Consensus-oriented

Strengths:

- Promotes engagement
- Innovation
- Buy-in

Weaknesses:

- Can be time-consuming
- May lead to indecision

Deep Dive

Authoritative/Directive

This style involves making decisions independently and providing clear instructions to the team.

You provide clear direction and structure, making decisions efficiently and taking responsibility.

Actionable Steps:

- Communicate expectations clearly and consistently.
- Provide timely feedback and support.
- Be prepared to make tough decisions.
- Take ownership of your decisions, and be accountable for their outcomes.
- Set a strong example for your team by demonstrating hard work and dedication.
- Leverage your ability to make quick decisions in high-pressure situations.
- Reflect on your experience as a leader:
  - Recall a situation where you had to make a difficult decision quickly. How did you communicate your decision to the team?
  - Think about a time when you had to provide clear direction and guidance to a team that was unsure of the way forward. What strategies did you use to motivate and inspire them?
  - Consider a situation where your authority was challenged. How did you respond and maintain your position as the leader?

Key Characteristics:

- Autocratic
- Controlling
- Hierarchical

Strengths:

- Can be effective in crisis situations
- Provides clear direction

Weaknesses:

- May lead to low morale
- Decreased employee satisfaction

Laissez-Faire/Delegative

This style involves giving the team significant autonomy and minimal guidance.

You empower your team with autonomy and trust, allowing them to take ownership and initiative.

Actionable Steps:

- Establish clear goals and expectations.
- Provide support and resources when needed.
- Monitor progress, and provide feedback.
- Delegate effectively, and empower your team members.
- Create a culture of trust where employees feel valued and respected.
- Encourage autonomy, and allow your team to take ownership of their work.
- Reflect on your experience as a leader:
  - Recall a time when you delegated a significant task or project to a team member. What factors did you consider in making this decision?
  - Think about a situation where you had to step in and provide guidance to a team member who was struggling. How did you approach this situation?
  - Consider a time when you allowed your team to make mistakes. How did this experience contribute to their growth and development?

Key Characteristics:

- Hands-off
- Permissive
- Nondirective

Strengths:

- Can foster creativity and independence

Weaknesses:

- May lead to lack of direction
- Decreased productivity

Coaching/Transformational

This style involves inspiring and motivating the team to achieve their full potential.

You focus on developing your team's potential, inspiring them to achieve shared goals and fostering a positive culture.

Actionable Steps:

- Develop a clear vision for the team.
- Provide individualized coaching and support.
- Encourage personal and professional growth.
- Inspire and motivate your team to achieve their full potential.
- Foster a positive and supportive culture where team members feel valued and appreciated.
- Reflect on your experience as a leader:
  - Recall a situation where you mentored or coached a team member. What specific skills or qualities did you help them develop?
  - Think about a time when you inspired your team to achieve a challenging goal. What strategies did you use to motivate and empower them?
  - Consider a situation where you had to address a conflict between two team members. How did you approach this situation and help them resolve their differences?

Key Characteristics:

- Visionary
- Inspirational
- Empowering

Strengths:

- Promotes high performance
- Employee satisfaction
- Organizational commitment

Weaknesses:

- Can be time-consuming
- Requires significant effort

Servant/Supportive

This style involves prioritizing the needs of your team members and empowering them to achieve their full potential.

You focus on serving others, fostering trust, and building strong relationships.

Actionable Steps:

- Actively listen to your team members, and understand their needs.
- Empower your team members by providing them with autonomy and support.
- Build strong relationships based on trust and mutual respect.
- Focus on developing your team members' skills and abilities.
- Create a culture of service and support within your team.
- Prioritize the well-being of your team members.
- Reflect on your experience as a leader:
    - Recall a time when you put the needs of your team ahead of your own. What was the outcome?
    - Think about a situation where you helped a team member develop a new skill or overcome a challenge. How did you provide support?
    - Consider a time when you had to make a difficult decision that impacted your team. How did you ensure their needs were considered?
    - Consider a situation where you had to address a conflict between two team members. How did you approach this situation and help them resolve their differences?

Key Characteristics:

- Empathetic
- Selfless
- Supportive

Strengths:

- Builds strong team cohesion
- Promotes employee well-being
- Fosters trust and loyalty

Weaknesses:

- Can be time-consuming
- May require difficult decisions that prioritize the team over individual needs

Compare The Leadership Styles. Find Your Voice.

Leadership Style	Decision-Making	Communication	Motivation	Empowerment	Team Dynamics
Democratic/ Participative	• Collaborative • Inclusive • Consensus-oriented	• Open • Honest • Transparent	• Inspiring • Supportive • Encouraging	• Empowering • Trusting • Delegating	• Harmonious • Collaborative • Inclusive
Authoritative/ Directive	• Decisive • Efficient • Structured	• Clear • Direct • Concise	• Demanding • Motivating • Goal-oriented	• Controlling • Hierarchical • Top-down	• Structured • Disciplined • Hierarchical
Laissez-Faire/ Delegative	• Hands-off • Permissive • Nondirective	• Minimal • Indirect • Casual	• Minimal • Trusting • Independent	• Empowering • Autonomous • Trusting	• Independent • Flexible • Adaptable
Coaching/ Transformational	• Guiding • Mentoring • Supportive	• Inspirational • Visionary • Empowering	• Motivating • Inspiring • Challenging	• Empowering • Developmental • Growth-oriented	• Collaborative • Supportive • Developmental
Servant/ Supportive	• Team focused • Needs-based • Collaborative	• Empathetic • Listening • Supportive	• Purpose-driven • Growth-oriented • Challenging	• Uplifting • Nurturing • Enabling	• Collaborative • Trusting • Caring

Ready to Develop Your Skills?

The SUCCESS® Leadership Lab is for ambitious professionals who want to elevate their basic management skills to a more conscious, empowering leadership approach. This one-of-a-kind dynamic virtual course puts you into a cohort of like-minded leaders and explores topics including:

- Defining Your Leadership Identity
- Communicating to Influence
- Leading With Emotional Intelligence
- Thinking Strategically, Acting Decisively
- And so much more!

The future demands a leader who knows what they want and takes the action to get there!

Empower My Leadership!

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