

Leadership Style Self-Assessment Tool

Purpose

This self-assessment helps managers and supervisors reflect on their leadership behaviours and identify which of the eight common leadership styles they naturally lean toward. It is a tool for self-awareness and professional development rather than a formal evaluation.

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).

A. Autocratic Leadership

Statement	Rating (1–5)
I prefer to make decisions quickly without consulting others.	_____
I believe clear direction and control are key to achieving results.	_____
I expect team members to follow established rules and procedures.	_____
I am comfortable taking full responsibility for final decisions.	_____

B. Democratic Leadership

Statement	Rating (1–5)
I encourage team input before making important decisions.	_____
I value collaboration and consensus in decision-making.	_____
I make an effort to listen to all perspectives in team discussions.	_____
My team feels their opinions influence outcomes.	_____

C. Laissez-Faire Leadership

Statement	Rating (1–5)
I prefer to let my team make their own decisions.	_____
I give minimal direction and allow people to find their own approach.	_____
I trust employees to manage their work independently.	_____
I step in only when problems become serious.	_____

D. Transformational Leadership

Statement	Rating (1–5)
I often talk about a bigger vision or purpose to motivate others.	_____
I encourage innovation and creative thinking.	_____
I seek to inspire enthusiasm and commitment to shared goals.	_____

I model the change I want to see in my team.	_____
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E. Transactional Leadership

Statement	Rating (1–5)
I use clear rewards and consequences to manage performance.	_____
I monitor progress closely and provide corrective feedback.	_____
I prefer structured systems to maintain accountability.	_____
I set measurable goals and track outcomes regularly.	_____

F. Servant Leadership

Statement	Rating (1–5)
I prioritize my team's well-being and development.	_____
I believe serving others is key to leading effectively.	_____
I make decisions based on what will benefit my team the most.	_____
I actively remove obstacles to help others succeed.	_____

G. Coaching Leadership

Statement	Rating (1–5)
I spend time mentoring and developing others' skills.	_____
I give feedback aimed at growth, not just performance.	_____
I enjoy helping people find their own solutions.	_____
I see my role as helping others reach their potential.	_____

H. Bureaucratic Leadership

Statement	Rating (1–5)
I strictly follow policies and expect others to do the same.	_____
I believe consistency and compliance are essential for success.	_____
I rely on standard procedures to guide decisions.	_____
I prefer stability and order over flexibility.	_____

Step 2: Calculate Your Scores

Leadership Style	Statement Numbers	Your Total (max 20)
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Autocratic	1–4	_____
Democratic	5–8	_____
Laissez-Faire	9–12	_____
Transformational	13–16	_____
Transactional	17–20	_____
Servant	21–24	_____
Coaching	25–28	_____
Bureaucratic	29–32	_____

Step 3: Interpret Your Results

Score Ranges:

- **16–20:** Strong Preference – This style is a natural fit for you.
- **11–15:** Moderate Preference – You often use this style.
- **6–10:** Occasional Use – You use this style in specific situations.
- **1–5:** Low Preference – This style is not typical for you.

How to interpret your profile:

- Your **top two scores** represent your dominant leadership styles.
- Your **lowest score** may highlight an area for growth or an intentionally avoided approach.
- Consider how your natural tendencies align with the needs of your team and organization.