

What Is Your Leadership Style Preference?

Fill out the self-assessment on leadership styles. Note: The rating scale changes.

I like it when my supervisor at work admits openly that he/she made a mistake.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

I want to be told what to do on the job, not have to figure it out for myself

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

If my team were hiring a new applicant, I prefer that the entire team interview the candidate and make the final decision, not the team leader only.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

I don't want my boss to be my friend; I prefer that my boss remain aloof from the group, so he/she can be objective when decisions need to be made.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

I do not think that my boss should reverse the decision of his/her team except in extraordinary circumstances (e.g., a dangerous mistake).

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

I prefer to be told what decisions have been made then informed what I should do to implement these decisions, not engage in time-consuming debate.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

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4

5

I prefer having many opportunities to provide input before my team leader makes a final decision.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

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4

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I want my boss to make the important decisions, not get me and others on our team involved; that's why he/she gets paid the big bucks.

STRONGLY DISAGREE

STRONGLY AGREE

5

4

3

2

1

I want my boss to encourage robust debate and differences of opinion before any decisions are made.

STRONGLY DISAGREE

STRONGLY AGREE

1

2

3

4

5

I want my boss to be decisive, to make decisions confidently, and model a person who is totally in charge.

STRONGLY DISAGREE

STRONGLY AGREE

5

4

3

2

1

Tally your total score and divide by 10. The higher your average score, the more you prefer participative leadership from supervisors/bosses/team leaders. The lower the average score, the more you prefer the directive leadership style.