

Leadership Styles Questionnaire

Purpose:

1. To identify your style of supervision/leadership
2. To examine how your supervisory/leadership style relates to other styles of leadership.

Directions:

1. For each of the statements below, circle the number that indicates the degree at which you agree or disagree.
2. Give your immediate impressions. There are no right or wrong answers.

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Employees need to be supervised closely, or they are not likely to do their work.	1	2	3	4	5
2. Employees want to be part of the decision making process.	1	2	3	4	5
3. In complex situations, supervisors should let employees work problems out on their own.	1	2	3	4	5
4. It is fair to say that most employees are lazy.	1	2	3	4	5
5. Providing guidance without pressure is the key to being a good supervisor.	1	2	3	4	5
6. Leadership requires staying out of the way of employees as they do their work.	1	2	3	4	5
7. As a rule supervisors must be given rewards or punishments in order to motivate them to achieve organizational objectives.	1	2	3	4	5
8. Most employees want frequent and supportive communication from their supervisors.	1	2	3	4	5
9. As a rule, leaders should allow employees to appraise their own work.	1	2	3	4	5
10. Most employees feel insecure about their work and need direction.	1	2	3	4	5
11. Supervisors need to help employees accept responsibility for completing their work.	1	2	3	4	5

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
12. Supervisors should give employees complete freedom to solve problems on their own.	1	2	3	4	5
13. The supervisor is the chief judge of the achievements of the members of the group.	1	2	3	4	5
14. It is the supervisors job to help employees find their "passion"	1	2	3	4	5
15. In most situations, employees prefer little input from their supervisor	1	2	3	4	5
16. Effective supervisors give orders and clarify procedures.	1	2	3	4	5
17. People are basically competent and if given a task will do a good job.	1	2	3	4	5
18. In general. It is best to leave employees alone and let them do their job.	1	2	3	4	5

Scoring:

Style 1: Add up the responses for questions 1, 4, 7, 10, 13 and 16

Total Score: _____

Style 2: Add up the responses for questions 2, 5, 8, 11, 14, and 17

Total Score: _____

Style 3: Add up the responses for questions 3, 6, 9, 12, 15, and 18

Total Score: _____

This questionnaire is designed to measure three common styles of leadership. By comparing scores you can determine which styles are most dominant and least dominant in your own style of leadership.

Leadership Style Explanation:

Style 1

Autocratic

“My way or the highway”

- Supervisor/Leader dictates policies and procedures. Enforcement dictated by violations of the rules.
- Employees are expected to make the right decisions.
- Managers/Supervisors decide what goals are to be achieved.
- Managers/Supervisors direct and control most activities with minimal input from employees.

“If an actor comes to me and wants to discuss his character, I say, “it’s in the script.”
If he says “but what’s my motivation?” I say, “your salary.”
— Alfred Hitchcock

Style 2

Democratic

“What do you think?”

- Solicit input from employees
- Managers/Supervisors involved in decision making process with employees. Rules are fluid.
- Managers/Supervisors distribute responsibility among employees
- Departments/Teams set goals together with manager/supervisor responsible for keeping employees on task to achieve the goals.

“If the highest aim of a captain were to preserve his ship, he would keep it in port forever.”
— Thomas Aquinas

Style 3

Laissez-faire or Let it be

“Do what you want as long as you get the job done right”

- Teamwork and Empowerment is key to success.
- Employees given authority to make decisions and are then accountable to those decisions.
- Rules are minimized while good decision making is expected.
- Managers/Supervisors need to know when to step in.

“It’s a fine thing to have ability, but the ability to discover ability in others is the true test.”
— Lou Holtz