

LEADERSHIP STYLES QUESTIONNAIRE

The following statements each describe aspects of 'emotionally intelligent' leadership behaviour. Respond to each statement according to how you would most often act when in a leadership position. Score yourself from 6-1.

6 = very like my style 1 =very unlike my style

It is important to score yourself in terms of how you actually are rather than how you would like to be or try to be!

No.	Statements	Score
1	I'm good at getting onto other peoples wave length	
2	I often talk to my team about what we can achieve if we all pull together	
3	I enjoy identifying the hidden talent in my team	
4	People often need to be cajoled into high performance	
5	I prefer to reach decisions by consensus	
6	I set challenging goals for my team	
7	I find the best way to get results is to really understand the people I work with	
8	I like to lead from the front	
9	I enjoy sharing the benefits of my previous experiences with those around me	
10	I like to stress the importance of consequences to my team	
11	I prefer to be seen more as part of the team than as a figurehead	
12	I believe that competition is a healthy way to improve our performance	

No.	Statements	Score
13	Listening is one of my greatest strengths	
14	I give my team/people I work with greater self-belief	
15	I delegate for development purposes as much as to get the job done	
16	I believe I have a duty to motivate people – to ‘wake up and smell the coffee’	
17	I like to get people to buy into ideas before implementing them	
18	I often need to use my initiative in order to get things done	
19	Group harmony is one of my main priorities	
20	I am happy to be regarded as the figurehead for my team	
21	I believe that people’s potential is unlimited, they often just need a helping hand	
22	I am generally the one who confronts difficult staff	
23	I actively seek input from my team/ those I am working with	
24	I like to instil a sense of urgency in my team/ those I am working with	
25	I am often the peacemaker in the team	
26	I promote a ‘can do’ culture	
27	I like people to play to peoples strengths	
28	Leadership is often a lonely business	
29	I look for opportunities to collaborate with other teams/organisations	
30	I am often the person that makes things happen	

SCORE SHEET

Leadership Styles questionnaire

Place the score you allocated to each of the numbered statements in the six boxes below, then add up the total score in each of the boxes.

Affiliative		Visionary		Coaching	
No	Score	No.	Score	No.	Score
1		2		3	
7		8		9	
13		14		15	
19		20		21	
25		26		27	
Total		Total		Total	
Coercive		Democratic		Pace Setting	
No.	Score	No.	Score	No.	Score
4		5		6	
10		11		12	
16		17		18	
22		23		24	
28		29		30	
Total		Total		Total	

The total scores in each of the boxes indicate to what degree you prefer each of the leadership styles.