

## **Assessing Your Leadership Style**

*Note: This test is designed to help determine your personal leadership style. There is no right or wrong answer. Just choose the answer which seems most like what you would naturally do.*

1. When you're in meeting, it is most important to you that:
  - a. You stay on schedule and get through the material you planned for the group
  - b. You make sure that each person has had a voice in the discussion
  - c. You let the discussion run its natural course and see what happens
2. If you are leading a discussion and you find one person dominating it, do you:
  - a. Invite others to participate in the discussion
  - b. Hope that the person will eventually get the hint and stop talking so much
  - c. Tell the person that you'd like others to have a chance to participate
3. You arrive late to an important event and discover that staff have not set the room up properly and are busy in last minute preparations. Do you:
  - a. Figure it's too late to do anything and roll with the punches
  - b. Pull them aside and tell them what has to be done
  - c. Ask them if they can try to improve the room set up
4. Your secretary has consistently forgotten to submit the proper paperwork to your district's administration. Do you:
  - a. Find someone else that can do the job
  - b. Ask the Secretary about what's going on and offer to help
  - c. Ask the Secretary to try harder next time
5. You've just asked someone to join your leadership team. The best way to get them started in their new role is to:
  - a. Make sure they have an opportunity to really get to know the other team members
  - b. Let them have enough 'adjustment' time to get used to the new role
  - c. Make sure they understand very clearly what is expected of them
6. The best way to keep team members up to date on schedule changes is to:
  - a. Let everyone learn about the changes through regular interaction and let them know if anyone has questions to get in touch with you
  - b. Send out an email explaining the changes
  - c. Put it on a meeting agenda
7. You happen to be one of the leaders at your college. In a meeting, one of the younger leaders questions a decision you have made. Do you:
  - a. Try to explain why you arrived at your decision
  - b. Ask the person to elaborate on why they question your decision
  - c. Ask the person what decision they would have made

8. You discover that someone has been openly critical of your leadership. Do you:
  - a. Set up a meeting to discuss why this person has been critical
  - b. Wait for the other person to bring it up to you directly
  - c. Immediately meet with the person and confront them on their attitude
9. You are the chair for a committee/council at your district and you have some strong thoughts on how to lead the committee members. However, some of the committee members disagrees. Do you:
  - a. Allow a little time to go by and see if the s/he changes their mind
  - b. Ask him/her to suggest other alternatives that will work
  - c. Tell the person that you appreciate the other ideas, but you have strong reasons for your decision and that you need to be trusted
10. When solving a problem that affects others, do you:
  - a. Present the problem, the solution and each person's part in the implementation
  - b. Discuss the problem and try to get everyone to agree on a common solution
  - c. Trust that each person will solve their part of the problem that affects them
11. You are in charge of planning a fundraiser. Do you:
  - a. Encourage spontaneous meetings to discuss plans
  - b. Check to see that everyone knows what to do
  - c. Let people get in touch with you if they have any questions
12. In establishing a committee to plan an event it is best to:
  - a. Allow the committee to function at their own pace
  - b. Ask the committee to establish their own timeline after they understand the objectives
  - c. Give the committee clearly defined objectives, a timeline and standards of operating
13. The best way to handle a difference in opinion between two staff members is to:
  - a. State the differences of opinion and present a compromise position that both can accept
  - b. Encourage the two to meet together and work out their differences
  - c. Bring the two people together and help them arrive at a solution
14. In a group of friends, do you:
  - a. Try to make sure everyone has been heard
  - b. Enjoy listening to the ideas of others
  - c. Easily offer your opinion