

3.1 Leadership Styles Questionnaire

Purpose

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

Directions

1. For each of the statements below, circle the number that indicates the degree to which you agree or disagree.
2. Give your immediate impressions. There is 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, leaders should let subordinates work problems out on their own.	1	2	3	4	5
4. It is fair to say that most employees in the general population are lazy.	1	2	3	4	5
5. Providing guidance without pressure is the key to being a good leader.	1	2	3	4	5
6. Leadership requires staying out of the way of subordinates as they do their work.	1	2	3	4	5
7. As a rule, employees must be given rewards or punishments in order to motivate them to achieve organizational objectives.	1	2	3	4	5
8. Most workers want frequent and supportive communication from their leaders.	1	2	3	4	5
9. As a rule, leaders should allow subordinates 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. Leaders need to help subordinates accept responsibility for completing their work.	1	2	3	4	5
12. Leaders should give subordinates complete freedom to solve problems of their own.	1	2	3	4	5
13. The leader is the chief judge of the achievements of the members of the group.	1	2	3	4	5
14. It is the leader's job to help subordinates find their "passion."	1	2	3	4	5
15. In most situations, workers prefer little input from their leader.	1	2	3	4	5
16. Effective leaders give orders and clarifying procedures.	1	2	3	4	5
17. People are basically competent and if given a task they will do a good job.	1	2	3	4	5
18. In general, it is best to leave subordinates alone.	1	2	3	4	5

Scoring

1. Sum the responses on items 1, 4, 7, 10, 13, and 16 (authoritarian leadership).
2. Sum the responses on items 2, 5, 8, 11, 14, and 17 (democratic leadership).
3. Sum the responses on items 3, 6, 9, 12, 15, and 18 (laissez-faire leadership).

Total Scores

1. Authoritarian Leadership: _____
2. Democratic Leadership: _____
3. Laissez-Faire Leadership: _____

Scoring Interpretation

The questionnaire is designed to measure three common style of leadership: authoritarian, democratic, laissez-faire. By comparing your scores, you can determine which styles are most dominant and least dominant in your own style of leadership.

- If you score is 26-30, you are in the very high range.
- If you score is 21-25, you are in the high range.
- If you score is 16-20, you are in the moderate range.
- If you score is 11-15, you are in the low range.
- If you score is 6-10, you are in the very low range.