

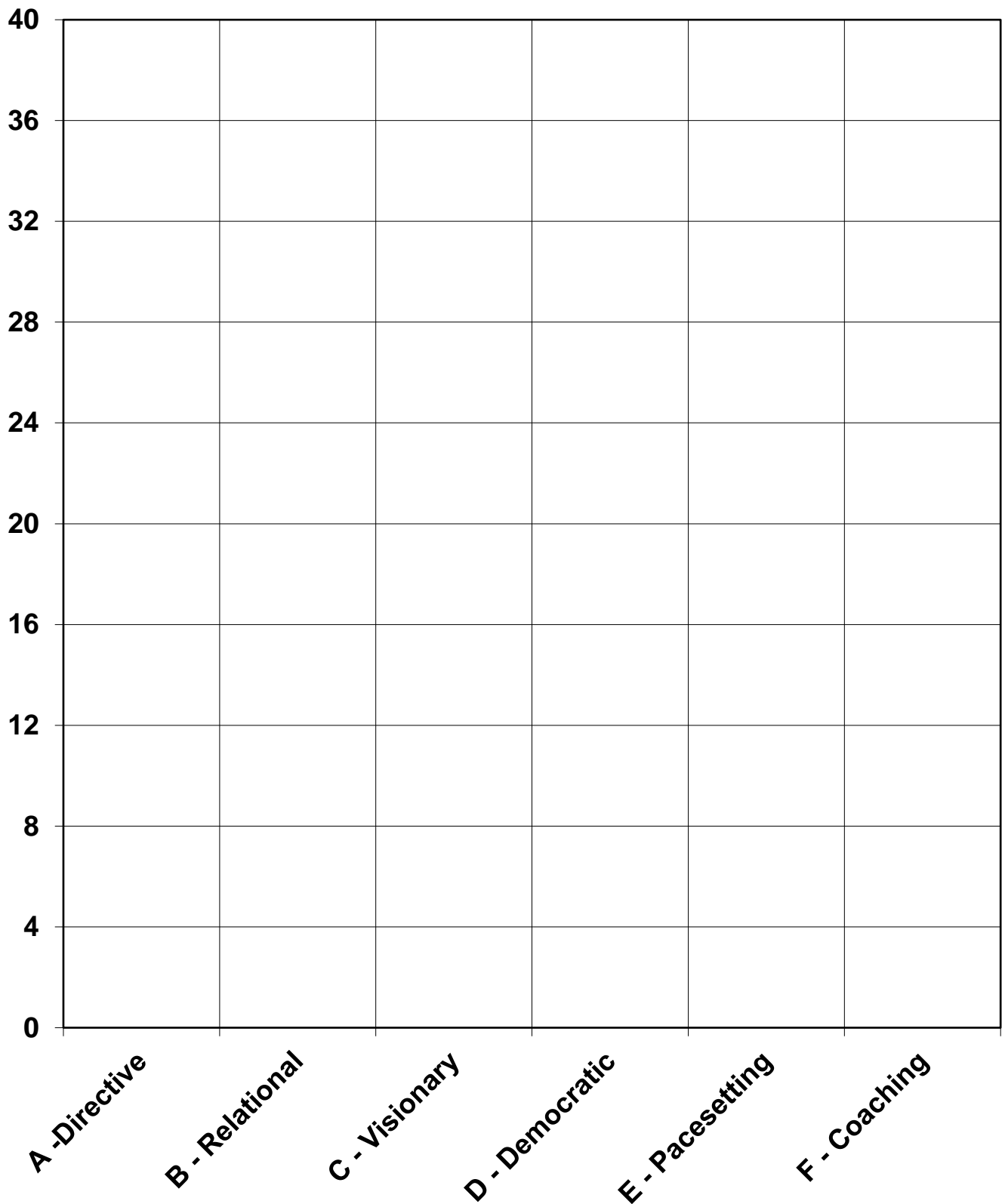
This questionnaire assesses what leadership styles you are operating in. Please be as honest as you can when answering all these questions. The results will not mean very much unless you answer these questions accurately. Please circle the number between 1 and 10 that best describes how you operate. If you definitely disagree, circle 1; if you definitely agree, circle 10. If you disagree as much as you agree, circle 5

	Definitely Disagree					Definitely Agree				
	1	2	3	4	5	6	7	8	9	10
1 My enthusiasm is contagious	1	2	3	4	5	6	7	8	9	10
2 I can heal rifts between co-workers	1	2	3	4	5	6	7	8	9	10
3 I am easily aware of the skills of others	1	2	3	4	5	6	7	8	9	10
4 I expect everybody to work as hard as me	1	2	3	4	5	6	7	8	9	10
5 I am direct in telling others my wishes	1	2	3	4	5	6	7	8	9	10
6 I help to develop others strengths and abilities	1	2	3	4	5	6	7	8	9	10
7 I turn negative situations around quickly	1	2	3	4	5	6	7	8	9	10
8 I like to get people to try new things	1	2	3	4	5	6	7	8	9	10
9 I don't tolerate average performers	1	2	3	4	5	6	7	8	9	10
10 I have friends at work	1	2	3	4	5	6	7	8	9	10
11 I invite my team into decision making	1	2	3	4	5	6	7	8	9	10
12 I tell my team why their work is significant	1	2	3	4	5	6	7	8	9	10
13 I help my team develop long term goals	1	2	3	4	5	6	7	8	9	10
14 I make detailed plans for my team's problems	1	2	3	4	5	6	7	8	9	10
15 I prefer leadership by a team rather than by an individual	1	2	3	4	5	6	7	8	9	10
16 I admit when I do not have the answer	1	2	3	4	5	6	7	8	9	10
17 I give little flexibility for how things are done	1	2	3	4	5	6	7	8	9	10
18 I let my team know I am pleased or displeased with their performance	1	2	3	4	5	6	7	8	9	10
19 I go out of the way to be helpful to my team	1	2	3	4	5	6	7	8	9	10
20 I give everyone a chance to be heard before decisions are taken	1	2	3	4	5	6	7	8	9	10
21 I paint a picture for my team about what the future could look like	1	2	3	4	5	6	7	8	9	10
22 I respect my team's feelings	1	2	3	4	5	6	7	8	9	10
23 I will use my authority to get my team to agree with me	1	2	3	4	5	6	7	8	9	10
24 I communicate my vision of exciting possibilities to my team	1	2	3	4	5	6	7	8	9	10

**Scoring** - Put the numbers you circled for each question in the spaces above each question number. Then add the totals

Total									
A	<div><div></div><div>Q5</div></div>	+	<div><div></div><div>Q7</div></div>	+	<div><div></div><div>Q18</div></div>	+	<div><div></div><div>Q23</div></div>	=	
B	<div><div></div><div>Q2</div></div>	+	<div><div></div><div>Q10</div></div>	+	<div><div></div><div>Q19</div></div>	+	<div><div></div><div>Q22</div></div>	=	
C	<div><div></div><div>Q1</div></div>	+	<div><div></div><div>Q12</div></div>	+	<div><div></div><div>Q21</div></div>	+	<div><div></div><div>Q24</div></div>	=	
D	<div><div></div><div>Q11</div></div>	+	<div><div></div><div>Q15</div></div>	+	<div><div></div><div>Q16</div></div>	+	<div><div></div><div>Q20</div></div>	=	
E	<div><div></div><div>Q4</div></div>	+	<div><div></div><div>Q9</div></div>	+	<div><div></div><div>Q14</div></div>	+	<div><div></div><div>Q17</div></div>	=	
F	<div><div></div><div>Q3</div></div>	+	<div><div></div><div>Q6</div></div>	+	<div><div></div><div>Q8</div></div>	+	<div><div></div><div>Q13</div></div>	=	

Now shade the numbers in the graph space below



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