**Discovering Your Leadership Style**

In order to be the best leader possible, you need to know your leadership style. Knowing this allows you to recognize your weaknesses and build upon your strengths. Understanding your leadership style gives you direction when developing your goals and the ability to use it to maximize your results.

To discover your leadership style, answer the following questions.

1. During a team meeting, the most important thing to you is:

1. To follow the agenda and stick to the schedule.
2. To ensure each member of the team has a chance to share their thoughts and opinions.
3. To let the discussion flow naturally and see where it leads.

2. If a team member questions a decision you made, you:

1. Explain why you made the decision you did.
2. Ask if they will expand on why they question it.
3. Ask them what decision they would have made.

3. You've asked a couple times for someone to do something. They have forgotten to do it each time. You…

1. Ask someone else to do it.
2. Ask the person if there's something going on and if you can help.
3. Ask the person to focus and try harder next time.

4. During a meeting, one team member is dominating the conversation. You…

1. Tell the dominating person that you want to hear from the other members.
2. Ask others to share their thoughts on the discussion.
3. Pray the dominating person will stop talking

5. A new person has been assigned to your team. To get them started, you:

1. Clearly explain what their role involves and what is expected of them.
2. Set up a time when the team members can come together so the new person can get to know everyone.
3. Allow them to go at their own pace for a few days, while they adjust to their new role.

6. You learn that a team member is criticizing your leadership. You:

1. Confront them on their poor choice of actions and bad attitude.
2. Meet with them to discuss why they are being critical.
3. Wait to see if they bring their concern to you

7. When two or more team members have a conflict, you:

1. Offer a compromise that everyone can agree upon
2. Gather everything and work with them to find an acceptable solution
3. Encourage them to work together to find an acceptable solution

8. When an issue arises that affects part or the entire team, you:

1. Hold a meeting to discuss the issue, the solution and how it affects each person.
2. Hold a meeting to discuss the issue and get everyone to agree on a single solution.
3. Let it go, knowing each person will find a solution to the part that directly affects them.

**Score:**

**Mostly A's - Your leadership style is autocratic or directive.**

You are results oriented. You initiate ideas, create the projects and deadlines, and assign the tasks to your team members. You rely on carefully designed and specific rules, policies and procedures to oversee your team and the projects they are assigned. All decisions and errors rest on your shoulders.

**Mostly B's - Your leadership style is democratic or consultative**

You are task oriented. You initiate ideas but ask your team members for their opinions. You mediate during group discussions and listen to their viewpoints before making a final decision. You delegate responsibility among your team members to facilitate participation.

**Mostly C's - Your leadership style is laissez-faire or free rein**

You focus on the objective while maintaining a hands-off approach. You allow team members to participate in decision making. You allow them to accomplish their part of the objective however they like while you support them by providing the tools and resources necessary to complete the work. You also hold them accountable for their own actions.