

LEADERSHIP STYLES QUESTIONNAIRE

1-Strongly Disagree; 2-Disagree; 3-Neutral; 4-Agree; 5-Strongly Agree

1. Employees need to be supervised closely, or they are not likely to do their work.
2. Employees want to be part of the decision-making process.
3. In complex situations, leaders should let subordinates work problems out on their own.
4. It is fair to say that most employees in the general population are lazy.
5. Providing guidance without pressure is the key to being a good leader.
6. Leadership requires staying out of the way of subordinates as they do their work.
7. As a rule, employees must be given rewards or punishments in order to motivate them to achieve organizational objectives.
8. Most workers prefer supportive communication from their leaders.
9. As a rule, leaders should allow subordinates to appraise their own work.
10. Most employees feel insecure about their work and need direction.
11. Leaders need to help subordinates accept responsibility for completing their work.
12. Leaders should give subordinates complete freedom to solve problems on their own.
13. The leader is the chief judge of the achievements of the members of the group.
14. It is the leaders job to help subordinates find their "passion".
15. In most situations, workers prefer little input from the leader.
16. Effective leaders give orders and clarify procedures.
17. People are basically competent and if given a task will do a good job.
18. In general, it is best to leave subordinates alone.

Scoring

- Sum the responses on items: 1, 4, 7, 10, 13, and 16 (Authoritarian Leader Range)
- Sum the responses on items: 2, 5, 8, 11, 14, and 17 (Democratic Leader Range)
- Sum the responses on items: 3, 6, 9, 12, 15, and 18 (Laissez-faire Leader)

Total Scores

1. Authoritarian _____
2. Democratic _____
3. Laissez-faire _____

Scoring Interpretation

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