

This Leadership Style Questionnaire helps incoming leaders understand their preferred leadership style. The questionnaire provides three categories of leadership style (Authoritative, Democratic, Laissez faire) which are determined by a participant's cumulative score. Additional descriptions of each style are also included in the questionnaire that provides further insight into each style.

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Members need to be supervised closely or they are not likely to do their work.	1	2	3	4	5
2. It is fair to say that most members in the general population are lazy.	1	2	3	4	5
3. In complex situations, leaders should let members work out problems on their own.	1	2	3	4	5
4. Members want to be apart of the decision-making process.	1	2	3	4	5
5. Providing guidance withouth pressure is the key to being a good leader.	1	2	3	4	5
6. As a rule, members must be given rewards or punishments in order to motivate them to achieve organizational objectives.	1	2	3	4	5
7. Leadership requires staying out of the way of members as they do their work.	1	2	3	4	5
8. Most members want frequent and supportive communication with their leaders.	1	2	3	4	5
9. As a rule, leaders should allow members to appraise their own work.	1	2	3	4	5
10. Most members feel insecure about their work and need direction.	1	2	3	4	5
11. Leaders need to help members accept responsibility for completing their work.	1	2	3	4	5
12. Leaders should give members complete freedom to solve problems on their own.	1	2	3	4	5
13. In most situations members prefer little input from the leader.	1	2	3	4	5
14. It is the leader's job to help members find their "passion".	1	2	3	4	5
15. The leader is the chief judge of the achievements of the members of a group.	1	2	3	4	5
16. Effective leaders give orders and clarify procedures.	1	2	3	4	5
17. In general, it is best to leave members alone.	1	2	3	4	5
18. People are basicially competnet and if given a task will do a good job.	1	2	3	4	5

Scoring

Sum the responses for items 1, 2, 6, 10, 15, and 16

(authoritarian leadership)

Sum the responses for items 4, 5, 8, 11, 14, and 18

(democratic leadership)

Sum the responses on items 3, 7, 9, 12, 13, and 17 (laissez-faire leadership)

Total Scores

Authoritarian Leadership _____

Democratic Leadership _____

Laissez-Faire Leadership _____

Scoring Interpretation

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

Authoritarian Leadership - Leader needs to control members and what they do. They emphasize that they are in charge and exert influence and control over group members. Authoritarian leaders prefer communication be directed up.

Democratic Leadership - Leaders treat members as fully capable of doing work on their own. They work with group members, try hard to treat everyone fairly, and to not be above others. Their main goal is to help group members reach personal goals. Communication is interactional between leader and members.

Laissez-Faire Leadership - Leaders do not try to control member and do not try to nurture and guide members wither. Instead, this leader engages in minimal influence and has a "hands-off" approach.

If your score is 26-30, you are in the very high range.

If your score is 21-25 you are in the high range.

If your score is 16-20, you are in the moderate range.

If your score is 11-15, you are in the low range.

If your score is 6-10, you are in the very low range.