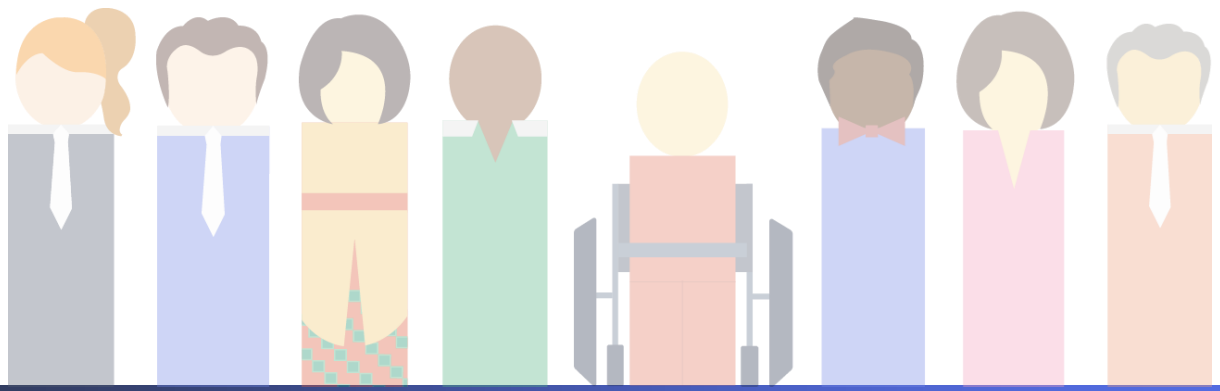
Nine Dots Development
Learn Today, Lead Tomorrow.

Quick Quiz to Identify Your Preferred Leadership Style



Quick Quiz to Identify Your Preferred Leadership Style

Instructions

Answer the following 10 questions by selecting the option that best describes your preferred approach or behavior in a leadership role. Be as honest and reflective as possible to gain insights into your dominant leadership style.

When it comes to decision-making, I prefer to:

a) Consult with my team and consider their input before making a decision.

b) Make decisions independently based on my expertise and judgment.

c) Allow team members to make decisions without much interference or guidance.

In a team meeting, I typically:

a) Encourage open discussion and seek input from all team members.

b) Direct the discussion and ensure decisions are made efficiently.

c) Provide minimal guidance and let the team members lead the discussion.

How do you typically handle conflicts within your team?

a) Facilitate open dialogue and help find a mutually agreeable resolution.

b) Take charge and make decisions to resolve conflicts quickly.

c) Allow team members to resolve conflicts on their own without interference.

When assigning tasks, I:

a) Involve team members in the decision-making process and consider their preferences.

b) Assign tasks based on my judgment of who is best suited for each role.

c) Give team members the freedom to choose their own tasks and approaches.

How do you motivate your team members?

a) Provide encouragement, recognition, and rewards for their achievements.

b) Set clear goals and expectations, and hold them accountable for their performance.

c) Trust their abilities and give them autonomy to find their own motivation.

When it comes to feedback and performance evaluations, I:

a) Provide regular feedback, guidance, and support for their professional development.

b) Conduct evaluations based on set criteria and provide feedback on areas for improvement.

c) Give minimal feedback and allow team members to self-assess their performance.

How do you approach team collaboration and involvement?

a) Actively involve team members in decision-making and problem-solving processes.

b) Make decisions and communicate them to the team without extensive input.

c) Allow team members to work independently and make decisions on their own.

How do you handle mistakes or failures within your team?

a) Encourage a learning mindset, discuss lessons learned, and provide support.

b) Address mistakes promptly and take appropriate corrective actions.

c) Let team members learn from their mistakes and figure out solutions on their own.

How do you communicate expectations to your team?

a) Collaboratively establish goals and clarify expectations together.

b) Clearly communicate expectations and hold team members accountable.

c) Provide general guidelines and allow team members to set their own expectations.

How do you approach innovation and new ideas within your team?

a) Encourage and support creativity, and value contributions from all team members.

b) Evaluate and decide which ideas are feasible and align with the team's goals.

c) Allow team members the freedom to explore new ideas and initiatives without interference.

Results

Count the number of A's, B's, and C's you selected:

- **If you have mostly A's**
  Your dominant leadership style is democratic. You value collaboration, inclusiveness, and involving team members in decision-making processes.
- **If you have mostly B's**
  Your dominant leadership style is autocratic. You prefer making decisions independently and providing clear instructions to guide your team.
- **If you have mostly C's**
  Your dominant leadership style is laissez-faire. You believe in giving team members autonomy and allowing them to work with minimal interference.

Conclusion

This quiz offers insights into your dominant leadership style, whether it's democratic, autocratic, or laissez-faire. Remember that effective leadership involves being adaptable and adjusting your style based on the needs of your team and the situation at hand. Embrace the strengths of your dominant style while also developing skills to incorporate elements from other styles to enhance your leadership effectiveness. By understanding and adapting your leadership style, you can create a positive and productive work environment that supports the growth and success of your team.

Recommended Training for New Managers

We offer several programmes which are specifically designed for new managers:

Fast-track New Manager Course

This course contains 4 x live virtual workshops and is delivered over 4 months:

- Workshop 1: Leadership & Management Excellence
- Workshop 2: Managing Operations
- Workshop 3: Effective Business Communication Skills
- Workshop 4: Building Effective Teams

It can also be delivered face-to-face in-company for groups of 5-12.

[Funded Level 3 Team Leader Programme]

This programme consists of 8 x blended modules and is delivered over 13+ months:

- Personal Development Planning
- Building Effective Teams
- Managing Operations
- Enhanced Business Communication Skills
- Project Management Skills
- Leading and Management Excellence
- Budgeting and Resource Management
- Data-Driven Management

[Tailored In-company Management Essentials Programme]

This programme consists of 3 days of training:

- Understanding the Role of a Manager and Defining Team Focus
- Communicating Effectively to Get the Best from Your Team
- Developing and Coaching Your Team for Success

This programme is ideal for groups of 5-12 and can be tailored if there are specific topics you would like included.

Nine Dots Development

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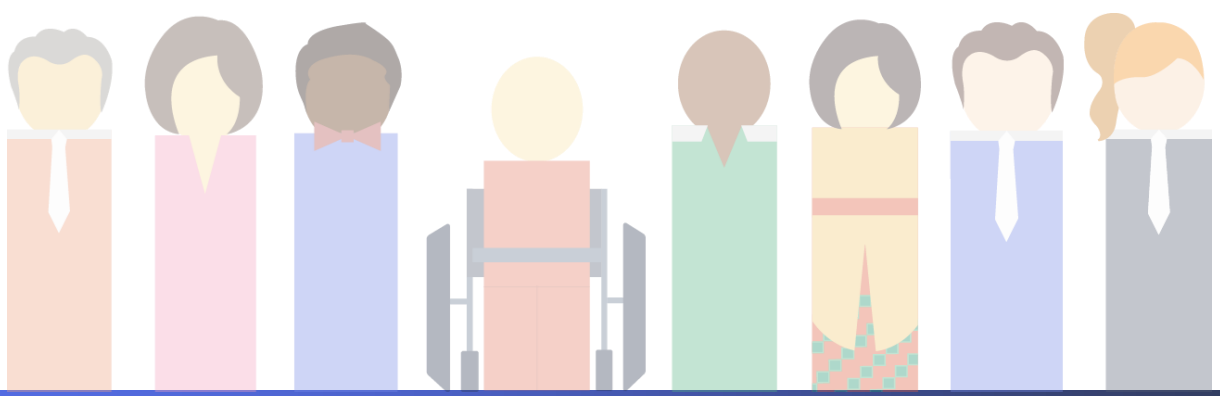
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