### Leadership Styles Inventory

Rate how often you engage in each of the behaviors listed below. Total your score for each group of behaviors.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group A** | Almost Always | Often | Sometimes | Almost Never |
| I provide detailed directions to my team so they know what to do. | 4 | 3 | 2 | 1 |
| I make decisions on my own unless input from others is absolutely necessary. | 4 | 3 | 2 | 1 |
| I monitor others’ work closely. | 4 | 3 | 2 | 1 |
| I let people know when they’re doing something the wrong way. | 4 | 3 | 2 | 1 |

**Group A Total** \_\_\_\_\_\_\_\_\_

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group B** | Almost Always | Often | Sometimes | Almost Never |
| I communicate my vision for the future. | 4 | 3 | 2 | 1 |
| When things get hard, I help others stay focused on the big picture. | 4 | 3 | 2 | 1 |
| I work to help others feel enthusiastic about the future. | 4 | 3 | 2 | 1 |
| I remind people about how their work contributes to our future success. | 4 | 3 | 2 | 1 |

**Group B Total** \_\_\_\_\_\_\_\_\_

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group C** | Almost Always | Often | Sometimes | Almost Never |
| I show my team that I care about them. | 4 | 3 | 2 | 1 |
| I work to create harmony within my team. | 4 | 3 | 2 | 1 |
| I prioritize people over tasks | 4 | 3 | 2 | 1 |
| I work to get to know others on a personal level. | 4 | 3 | 2 | 1 |

**Group C Total** \_\_\_\_\_\_\_\_\_

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group D** | Almost Always | Often | Sometimes | Almost Never |
| I involve others in decisions that affect their work. | 4 | 3 | 2 | 1 |
| I create opportunities for team members to express their opinions. | 4 | 3 | 2 | 1 |
| I work to foster group consensus before finalizing a decision. | 4 | 3 | 2 | 1 |
| I trust my team members’ judgment. | 4 | 3 | 2 | 1 |

**Group D Total** \_\_\_\_\_\_\_\_\_

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group E** | Almost Always | Often | Sometimes | Almost Never |
| I set high standards for my team. | 4 | 3 | 2 | 1 |
| I push others to do things faster. | 4 | 3 | 2 | 1 |
| I demand more of poor performers. | 4 | 3 | 2 | 1 |
| If others aren’t performing to my standards, I take over so they can see how things should be done. | 4 | 3 | 2 | 1 |

**Group E Total** \_\_\_\_\_\_\_\_\_

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Group F** | Almost Always | Often | Sometimes | Almost Never |
| I encourage team members to try new things. | 4 | 3 | 2 | 1 |
| I seek out opportunities for others to learn and grow. | 4 | 3 | 2 | 1 |
| I provide feedback and support to others. | 4 | 3 | 2 | 1 |
| I work to increase others’ confidence in their abilities. | 4 | 3 | 2 | 1 |

**Group F Total** \_\_\_\_\_\_\_\_\_

**Transcribe your totals for each group into the table below.**

|  |  |  |
| --- | --- | --- |
|  | Your score | If your highest score was in this group, your primary leadership style is… |
| **Group A** |  | **Commanding**  This leadership style emphasizes immediate compliance. |
| **Group B** |  | **Visionary**  This leadership style emphasizes mobilizing others toward a vision. |
| **Group C** |  | **Affiliative**  This leadership style emphasizes team harmony and developing supportive relationships. |
| **Group D** |  | **Democratic**  This leadership style emphasizes participation and consensus. |
| **Group E** |  | **Pacesetting**  This leadership style emphasizes high standards for performance. |
| **Group F** |  | **Coaching**  This leadership style emphasizes developing others’ skills and confidence. |

For more information on leadership styles and when each is most effective, see [*Leadership Styles – Daniel Goleman*](https://www.bfwh.nhs.uk/onehr/wp-content/uploads/2016/02/Leadership-Styles-V1.pdf).