# Leadership Styles Questionnaire

## Purpose

## This questionnaire helps identify your natural tendency toward one of three common leadership styles: authoritarian, democratic, or laissez-faire.

## Directions

1. For each of the statements below, circle the number that indicates the degree to which you agree or disagree.
2. Give your immediate impressions. There are no right or wrong answers.

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

## Scoring

**Authoritarian Leadership:**

Sum the responses on items 1, 4, 7, 10, 13, and 16

My score: \_\_\_\_\_\_\_

**Democratic Leadership**

Sum the responses on items 2, 5, 8, 11, 14, and 17   
My score: \_\_\_\_\_\_\_

**Laissez-Faire Leadership**

Sum the responses on items 3, 6, 9, 12, 15, and 18

My score: \_\_\_\_\_\_\_

## Scoring Interpretation

By comparing your scores, you can determine which styles are most dominant and least dominant in your own style of leadership.

If your score is 26–30, you are in the very high range for that style.

If your score is 21–25, you are in the high range for that style.

If your score is 16–20, you are in the moderate range for that style.

If your score is 11–15, you are in the low range for that style.

If your score is 6–10, you are in the very low range for that style.

# Leadership Style Descriptions

**Authoritarian Leadership**

**Also known as:** Autocratic **Core trait:** Strong control over decisions

**Characteristics:**

* Leader makes decisions without input from others
* Clear rules and expectations
* Emphasis on discipline and hierarchy

**Strengths:**

* Efficient in crises or highly structured environments
* Reduces ambiguity and sets firm direction

**Challenges:**

* Can suppress creativity and employee engagement
* May foster resentment or dependency

**Democratic Leadership**

**Also known as:** Participative **Core trait:** Shared decision-making

**Characteristics:**

* Leader encourages input from team members
* Discussions and group problem-solving
* Open communication and collaboration

**Strengths:**

* Builds team morale and engagement
* Sparks creativity and diverse perspectives

**Challenges:**

* Decision-making can be slow
* Risk of conflicts or indecision without clear direction

**Laissez-Faire Leadership**

**Also known as:** Delegative **Core trait:** Minimal interference

**Characteristics:**

* Team members operate with autonomy
* Leader offers guidance only when asked
* Little supervision or structure

**Strengths:**

* Ideal for highly skilled or self-motivated teams
* Encourages independence and ownership

**Challenges:**

* Can lead to confusion or lack of accountability
* May cause underperformance if support is lacking