

# WHAT'S YOUR LEADERSHIP STYLE?

**EVALUATE YOUR LEADERSHIP APPROACH: INSPIRE YOUR TEAM AND INCREASE EFFECTIVENESS!**



[www.betteludwig.com](http://www.betteludwig.com)

# Leadership Style Assessment: Evaluate Your Leadership Approach

Effective leadership is about understanding and adapting your approach to meet the needs of both your team and the situation at hand. This survey is designed to help you reflect on your leadership style by evaluating your tendencies in various areas. By answering the following statements, you can gain insights into which leadership styles resonate most with you and where there may be room for growth.

## No Right or Wrong Leadership Styles

It's important to remember that there is no universally "right" or "wrong" leadership style. Leadership is dynamic and context-dependent, and different situations, teams, and goals require different approaches. Each leadership style has its strengths and weaknesses, and the effectiveness of a style is determined by how well it aligns with the needs of your team and the specific challenges you're facing.

This assessment simply helps you identify your natural tendencies, so you can leverage your strengths while exploring opportunities to adapt and grow. The key is to recognize when to apply each style and be flexible enough to adjust based on your environment and team dynamics.

Ultimately, effective leadership is about finding a balance that works best for you and your team, while fostering a positive and productive work culture.

**Instructions:** Below is a survey designed to explore various leadership styles. For each statement, rate your level of agreement using the following scale:

**1 = Strongly Disagree | 2 = Disagree | 3 = Neutral | 4 = Agree | 5 = Strongly Agree**

At the end, total your scores for each leadership style. High scores (20–25) indicate a strong inclination toward that style.

---

## 1. Agile Leadership

**Focus:** Adaptability, flexibility, and quick decision-making in dynamic environments.

1. When faced with sudden changes, I actively seek new opportunities to innovate rather than stick to the original plan.
2. I frequently gather feedback from my team to pivot strategies when necessary.
3. I value flexibility in processes over strict adherence to established rules.
4. I encourage team members to experiment, even if it means risking failure.
5. I adapt my leadership style depending on the unique needs of each project or team member.

## 2. Servant Leadership 🤝

**Focus:** Prioritizing the needs of the team and fostering personal and professional growth.

1. I often consider the personal well-being and development of my team members above achieving immediate results.
2. I actively seek input from my team before making decisions that affect them.
3. I see my primary role as supporting my team to achieve their full potential.
4. I am more focused on building relationships than exercising authority.
5. I celebrate team success over personal recognition or credit.

## 3. Authoritative/Hierarchical Leadership 🏛️

**Focus:** Top-down decision-making, clear structures, and adherence to authority.

1. I believe that decisions are best made by those in leadership roles rather than through group consensus.
2. I expect my team to follow established protocols and procedures without question.
3. I believe a clear chain of command is essential for achieving organizational success.
4. I often take charge in high-pressure situations, providing direct and specific instructions.
5. I focus on achieving results, even if it means being less flexible with individual needs.

## 4. Authentic Leadership 🌱

**Focus:** Transparency, self-awareness, and genuine interactions.

1. I openly share my values and beliefs with my team, even if they differ from the majority.
2. I acknowledge my mistakes and take responsibility for them.
3. I strive to lead in a way that aligns with my core values, even under pressure.
4. I actively seek feedback to ensure my leadership reflects honesty and integrity.
5. I prioritize building trust by being genuine in all my interactions.

## 5. Emotionally Intelligent Leadership 💖

**Focus:** Empathy, understanding emotions, and managing relationships effectively.

1. I frequently assess how my decisions impact the emotions and morale of my team.
2. I am skilled at recognizing and responding to the emotional needs of my team members.
3. I work to resolve conflicts by addressing emotional undercurrents rather than focusing solely on surface-level issues.
4. I adapt my communication style to ensure my team feels heard and understood.
5. I remain calm and composed under pressure, helping my team navigate challenges with clarity.

## 6. Chaotic Leadership

**Focus:** Unpredictability, spur-of-the-moment decision-making, and minimal structure.

1. I often make decisions quickly without consulting others, trusting my instincts in the moment.
2. I prefer to keep processes and structures loose to allow for creative problem-solving.
3. I thrive in high-pressure, unpredictable environments where plans can change at any time.
4. I encourage my team to embrace uncertainty as an opportunity rather than a challenge.
5. I find that too much structure stifles productivity and innovation.

## 7. Laissez-Faire Leadership

**Focus:** Hands-off approach, granting autonomy, and minimal interference.

1. I trust my team to make important decisions without requiring my constant input or oversight.
2. I prefer to provide minimal guidance and let team members work independently.
3. I believe my team performs best when given the freedom to figure out solutions on their own.
4. I rarely intervene in day-to-day operations unless absolutely necessary.
5. I avoid micromanaging and focus on the big picture rather than the details.

### Scoring & Interpretation

- **Step 1:** Total your scores for each leadership style.
- **Step 2:** A high score (20–25) in a category indicates a strong inclination toward that style.
- **Step 3:** Use the results to identify your dominant leadership style(s) and explore areas for development.

### Tips for Growth:

- **Scores below 15:** Consider focusing on this area to strengthen your leadership approach.
- Explore new techniques, seek feedback, and practice related skills to expand your leadership toolkit.

# Actionable Steps for Leadership Development

Below are some targeted steps for each leadership style, designed to help you improve or balance your tendencies. These practical tips aim to help you grow as a leader and create a more effective, adaptable approach to leading your team. By taking small, deliberate actions, you'll be able to enhance your leadership effectiveness, inspire your team, and tackle challenges with greater confidence.

## 1. Agile Leadership

1. **Practice scenario planning:** Regularly run “what if” scenarios with your team to refine adaptability and prepare for change.
2. **Conduct retrospective meetings:** After each project, discuss what worked, what didn't, and ways to improve agility.
3. **Create adaptable frameworks:** Implement processes that allow for quick pivots without sacrificing structure.

## 2. Servant Leadership

1. **Schedule one-on-one check-ins:** Meet with team members to understand their goals, challenges, and needs.
2. **Delegate decision-making:** Empower team members to lead on decisions where appropriate, fostering growth.
3. **Set clear priorities:** Balance team support with achieving organizational outcomes by defining clear objectives.

## 3. Authoritative/Hierarchical Leadership

1. **Host team brainstorming sessions:** Show you value input while maintaining final decision-making authority.
2. **Identify areas for delegation:** Delegate select tasks to build team trust and autonomy.
3. **Solicit anonymous feedback:** Use surveys to gather honest insights about your leadership and areas to improve.

## 4. Authentic Leadership

1. **Share a personal story:** Connect with your team through meaningful, relevant experiences.
2. **Set an authenticity balance goal:** Adjust personal sharing to suit context and maintain professionalism.
3. **Engage in self-reflection:** Assess whether your leadership aligns with both your values and team needs.

## 5. Emotionally Intelligent Leadership

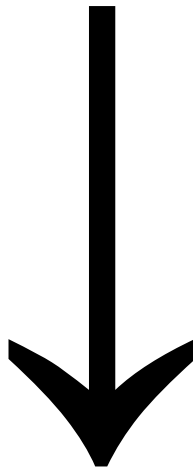
1. **Actively practice empathy:** Use open-ended questions to understand team members' feelings about their roles.
2. **Use mindfulness techniques:** Practice deep breathing or meditation to stay composed under stress.
3. **Develop an emotional radar:** Observe nonverbal cues to uncover unspoken concerns within the team.

## 6. Chaotic Leadership

1. **Set short-term priorities:** Define 1-3 clear goals to provide direction without stifling creativity.
2. **Establish “chaos-free” zones:** Designate certain projects where structure and stability are essential.
3. **Explain impulsive decisions:** Communicate the reasoning and expected outcomes of quick decisions to your team.

## 7. Laissez-Faire Leadership

1. **Schedule regular check-ins:** Hold informal meetings to stay updated while avoiding micromanagement.
  2. **Define project milestones:** Ensure accountability by setting clear deliverables and deadlines.
  3. **Offer mentorship opportunities:** Provide guidance and support when team members seek help.
- 



## Right vs. Wrong Leadership Styles: Understanding the Context

Leadership is not a one-size-fits-all concept. There is no universally “right” or “wrong” leadership style—success depends on the specific context, team dynamics, and organizational goals. While each style has its strengths, the way it is applied determines whether it leads to positive or negative outcomes.

### Characteristics of “Right” Leadership Styles

1. **Adaptability to the Situation**
  - Effective leaders tailor their approach to meet the demands of the moment. For instance, an authoritative leader may excel in a crisis requiring decisive action but shift to servant leadership to rebuild team morale afterward.
2. **Balance Between People and Results**
  - Great leaders know how to achieve goals while empowering and supporting their teams. Emotionally intelligent leaders often shine by striking this balance.
3. **Transparency and Trust**
  - Open communication fosters trust and accountability. Authentic leaders, in particular, excel by being genuine and clear in their interactions.



### Characteristics of “Wrong” Leadership Styles

1. **Rigid or Inflexible Approaches**
  - Leaders who stick rigidly to a single style, such as hierarchical leadership in a creative environment, risk stifling innovation or alienating their team.
2. **Neglecting Team Needs**
  - Overemphasizing autonomy (as in laissez-faire leadership) or control (as in chaotic leadership) can lead to burnout, confusion, or disengagement.
3. **Overuse of Strengths**
  - Even positive traits can be harmful if overused. For example, servant leaders who prioritize team needs above organizational goals may sacrifice long-term success.



## Right Leadership Styles for Different Situations

- **Crisis or High-Stakes Scenarios:** Authoritative or agile leadership is ideal, as these styles provide clear direction and flexibility under pressure.
- **Creative Environments:** Laissez-faire or agile leadership allows innovation and flexibility to thrive.
- **Team Development:** Servant and emotionally intelligent leadership build trust and foster personal growth.
- **Structured Settings:** Hierarchical leadership ensures stability and adherence to regulations in traditional or regulated industries.

## Improving Leadership Effectiveness

Even leaders with tendencies toward “wrong” styles can enhance their effectiveness by:


1. **Seeking Feedback**
  - Regularly ask team members for their input to identify strengths and areas for growth.
2. **Building Self-Awareness**
  - Reflect on your default leadership tendencies and consider how they impact team dynamics.
3. **Continuous Learning**
  - Engage in coaching, leadership workshops, or reading to refine skills and broaden your leadership style toolkit.

---


## The Key to Successful Leadership

The “right” leadership style is one that balances achieving results with fostering a positive, supportive team environment. Adaptability, combined with a commitment to personal and professional growth, ensures leaders can navigate challenges while empowering their teams to thrive.

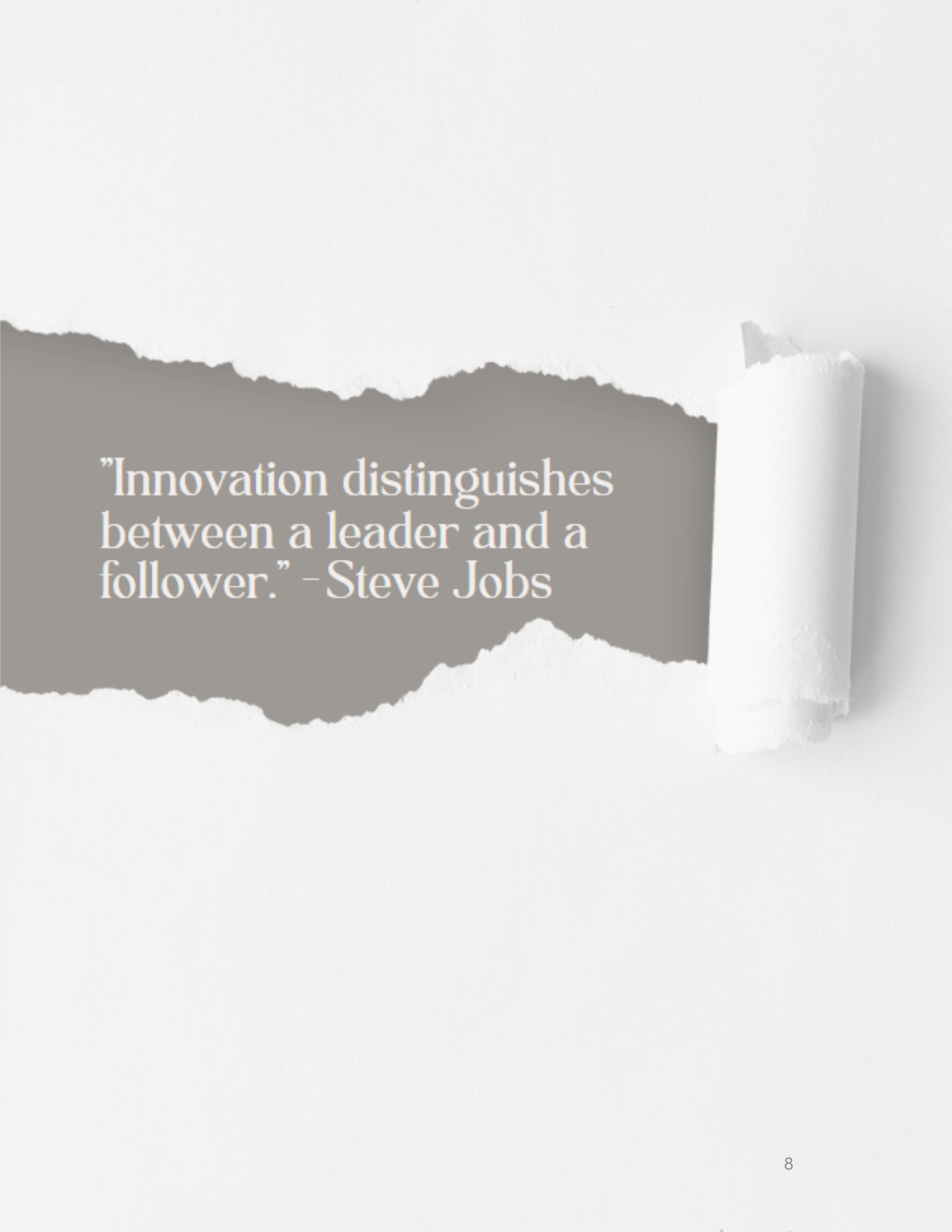
Interested in how **educational emails**, disguised as mini-newsletters, can position you as an industry leader? Reach out, and let's brainstorm how to make it work for you.

 Let's create a strategy that engages, builds trust, and generates leads for your business.

◆ [BOOK](#) your **FREE** consultation today

◆ Check out my [website](#) 





"Innovation distinguishes  
between a leader and a  
follower." – Steve Jobs