



Directions:

1. Read the two columns under "Trait List 1" and circle the word from each pair that BEST describes you.
2. Read the two columns under "Trait List 2" and circle the word from each pair that BEST describes you.
3. Add the number of words circle from each of the four columns and write the total numbers underneath each column.
4. To determine which leadership style most accurately describes you, use the following key:
 - Column 1: Informal
 - Column 2: Formal
 - Column 3: Assertive
 - Column 4: Passive
5. Participants will either be Informal or Formal and Assertive or Passive. Using the chart on the next page, participants will exhibit the style explained in the box between the two styles that they were highest in according to the circled words in each column.



LEADERSHIP STYLE ASSESSMENT

TRAITS LIST 1		TRAITS LIST 2	
Random	Patterned	Take Charge	Go Along
Warm	Cool	Ready	Hesitant
Spontaneous	Calculated	Challenging	Accepting
Unorganized	Organized	Overbearing	Shy
Expressive	Withholding	Extrovert	Introvert
Relationship-Oriented	Task-Oriented	Loud	Quiet
Impulsive	Discriminating	Initiator	Receiver
Close	Distant	Leader	Follower
Exuberant	Reserved	Outspoken	Withdrawn
Relaxed	Self-Controlled	Talkative	Listening
Unstructured	Structured	Pushy	Reticent
Gregarious	Aloof	Statements	Questions
Flexible	Rigid	Overt	Covert
Causal	Proper	Argumentative	Agreeing
Emotional	Mental	Dominating	Submissive
Slack	Taut	Forward	Ponderous
Available	Undisclosed	Outgoing	Timid
Unfocused	Focused	Approach	Avoid
Scattered	Disciplined	Expanding	Contracting
TOTAL: Informal	TOTAL: Formal	TOTAL: Assertive	TOTAL: Passive



LEADERSHIP STYLE ASSESSMENT

INFORMAL

	PROMOTING STYLE Creative, Enthusiastic, Expressive May lack follow-through, can appear phony, pushy, or insincere	SUPPORTING STYLE Accepting, Cooperative, Friendly Can appear weak, indecisive, wishy-washy, or smothering	
ASSERTIVE	CONTROLLING STYLE Driving, Efficient, Results-Oriented Can appear insensitive, brassy, and overbearing	ANALYZING STYLE Thorough, Exact, Persistent Can appear apathetic, bored, picky or stubborn	PASSIVE
	FORMAL		

Discussion:

- According to this assessment, which type of leadership style do you represent?
Promoting Supporting Controlling Analyzing
- Do you agree with this assessment of your leadership style? Why or why not?
- When might your style of leadership have difficulties?
- When might your style of leadership have benefits?
- Why are different types of leadership styles important within our leadership program?