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| --- | --- | --- | --- | --- | --- | --- |
|   |   | Strongly Disagree | Moderately Disagree | Neutral  | Moderately Agree | Strongly Agree |
| 1 | The flow of information is so fast that I usually only pass on definitive information to keep from inundating my subordinates  | 0 | 1 | 2 | 3 | 4 |
| 2 | Structured framework and clear procedures are essential for optimal team success | 0 | 1 | 2 | 3 | 4 |
| 3 | Group consensus leads to the best decisions | 0 | 1 | 2 | 3 | 4 |
| 4 | Giving people minimal instruction allows for innovation and best results | 0 | 1 | 2 | 3 | 4 |
| 5 | I am the type of person people seek for advice | 0 | 1 | 2 | 3 | 4 |
| 6 | People know that I won't back down when I know that I am right, so they just fall in line | 0 | 1 | 2 | 3 | 4 |
| 7 | Making everyone perform the same tasks the same way is the most efficient way to lead | 0 | 1 | 2 | 3 | 4 |
| 8 | I make sure that my employees are on board before making any changes that might affect them | 0 | 1 | 2 | 3 | 4 |
| 9 | People will never fail to surprise you (in a good way) when left to their own devices | 0 | 1 | 2 | 3 | 4 |
| 10 | I consult with people when making a decision, but they usually agree with my idea | 0 | 1 | 2 | 3 | 4 |
| 11 | Some people are naturally hard working, but there are those who will always need to be pushed to meet standards | 0 | 1 | 2 | 3 | 4 |

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| 12 | With continuous process improvement, our ways of doing things improve and our lives get easier | 0 | 1 | 2 | 3 | 4 |
| 13 | I welcome people to challenge my ideas and often find myself implementing their ideas into my plan | 0 | 1 | 2 | 3 | 4 |
| 14 | I don’t care how it gets done, as long as it gets done | 0 | 1 | 2 | 3 | 4 |
| 15 | Leaders lead people, managers manage systems. I'm a leader. | 0 | 1 | 2 | 3 | 4 |
| 16 | Leadership is making the right decisions at the right time and ensuring follow through  | 0 | 1 | 2 | 3 | 4 |
| 17 | When people try to over-engineer solutions it just leads to delays and increased costs | 0 | 1 | 2 | 3 | 4 |
| 18 | I try to delegate as much as possible | 0 | 1 | 2 | 3 | 4 |
| 19 | If someone hasn’t reached out to me it means that they don’t need my help. I let them reach out first. | 0 | 1 | 2 | 3 | 4 |
| 20 | My first responsibility is my employees, not results. | 0 | 1 | 2 | 3 | 4 |

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| Question | Score | Question | Score | Question | Score | Question | Score | Question | Score |
| 1 |   | 2 |   | 3 |   | 4 |   | 5 |   |
| 6 |   | 7 |   | 8 |   | 9 |   | 10 |   |
| 11 |   | 12 |   | 13 |   | 14 |   | 15 |   |
| 16 |   | 17 |   | 18 |   | 19 |   | 20 |   |
| Total |   | Total |   | Total |   | Total |   | Total |   |
| Autocratic | Transactional | Participative | Laissez Faire | Transformational |