



Identify Your Leadership Strengths



I'm a seasoned leadership coach and educator with a passion for helping individuals and teams unlock their full potential. With years of experience in organisational behaviour and personal development, I bring both practical insights and academic knowledge to guide others toward success.

I offer a transformative learning experience that helps aspiring leaders develop the skills to inspire and motivate. My goal is to empower you to lead with confidence and make a lasting impact.



Identify your Leadership Strengths

Instructions: For each question, choose the option that best describes your behaviour or preference. Keep track of your answers to determine your leadership strength at the end!

When making decisions, how do you usually approach the process?

- *a) I make decisions quickly and confidently, trusting my instincts.*
- *b) I consult others to gather input before making a decision.*
- *c) I focus on long-term goals and values when making decisions.*
- *d) I prioritize the needs of my team over my own preferences.*

How do you motivate your team?

- *a) By setting clear goals and holding everyone accountable.*
 - *b) By encouraging open communication and listening to their concerns.*
 - *c) By inspiring them with a compelling vision of the future.*
 - *d) By offering support and creating a positive, collaborative environment.*
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How do you handle conflict within your team?

- a) I take charge and make the final call to resolve it.
- b) I facilitate a discussion to allow everyone to share their viewpoints.
- c) I focus on how the conflict affects the bigger picture and adjust accordingly.
- d) I work to understand everyone's needs and find a solution that works for the group.

Which of the following best describes your leadership communication style?

- a) Direct and to the point.
- b) Open and transparent, encouraging dialogue.
- c) Visionary, focused on the big picture.
- d) Empathetic and supportive, ensuring everyone feels heard.

How do you approach team development?

- a) By setting high standards and expecting them to meet them.
- b) By creating opportunities for collaboration and learning.
- c) By helping them see how their work contributes to a larger vision.
- d) By mentoring them, focusing on their individual growth and well-being.



What's your approach to delegation?

- a) I delegate tasks but maintain control over final decisions.
- b) I delegate based on team strengths and encourage shared responsibility.
- c) I delegate with the goal of empowering my team to reach their potential.
- d) I delegate to support my team's development, offering guidance when needed.

When your team faces a challenge, what do you focus on?

- a) How to quickly overcome the issue and move forward.
- b) How the team can collaborate to solve the problem together.
- c) The long-term impact and opportunities for growth.
- d) How to support team members through the difficulty and build resilience.

Which statement best describes your leadership philosophy?

- a) Leadership is about taking charge and driving results.
- b) Leadership is about fostering collaboration and communication.
- c) Leadership is about inspiring people towards a common vision.
- d) Leadership is about serving others and supporting their success.



How do you handle feedback from your team?

- a) I accept it but ultimately stick to my plan.
- b) I encourage feedback and incorporate it into decision-making.
- c) I view feedback as essential for long-term growth and improvement.
- d) I seek feedback regularly to ensure my team feels supported and valued.

When a project is completed, how do you typically celebrate success?

- a) By recognizing top performers and pushing forward.
- b) By gathering feedback and celebrating as a team.
- c) By discussing how this success moves us closer to our long-term vision.
- d) By personally thanking each team member for their contributions.

How do you manage change within your organization or team?

- a) I make decisions quickly and guide my team through the transition.
- b) I involve my team in the process and ensure everyone understands the changes.
- c) I communicate the vision behind the change and inspire others to follow.
- d) I prioritize my team's well-being, ensuring they feel supported throughout the change.



How do you approach problem-solving?

- a) *I analyze the issue and take immediate action.*
- b) *I work with my team to brainstorm and find the best solution.*
- c) *I focus on long-term solutions that align with our overall goals.*
- d) *I listen to my team's concerns and focus on solutions that benefit everyone involved.*

Which of the following best describes your approach to leadership development?

- a) *I focus on developing leadership skills by setting clear goals and expectations.*
- b) *I encourage open dialogue and collaboration to build leadership capacity.*
- c) *I inspire my team to take on leadership roles by sharing a compelling vision.*
- d) *I support my team's individual leadership journeys by offering mentorship and guidance.*

What drives your leadership style?

- a) *Achieving results and meeting objectives.*
- b) *Building strong, trusting relationships with my team.*
- c) *Creating a lasting impact and leaving a legacy.*
- d) *Helping others grow and succeed in their roles.*

When your team succeeds, how do you attribute the success?

- a) *To my strategic planning and direction.*
- b) *To our collective efforts and collaboration.*
- c) *To our shared vision and perseverance.*
- d) *To the hard work and dedication of my team members.*



Scoring Your Leadership Strength

Mostly A's: Autocratic Leadership Strengths

- You're a decisive, results-driven leader who excels at taking charge and achieving goals. You thrive in situations where clear direction and quick decision-making are needed.

Mostly B's: Democratic Leadership Strengths

- You're a collaborative leader who values input from your team and fosters open communication. You believe in shared responsibility and building strong relationships within your team.

Mostly C's: Transformational Leadership Strengths

- You're a visionary leader who inspires others to work toward long-term goals. You're skilled at motivating your team by helping them see how their work contributes to a bigger picture.

Mostly D's: Servant Leadership Strengths

- You're a supportive, people-focused leader who prioritizes the growth and well-being of your team. You excel at creating a nurturing environment that allows your team to thrive.



Conclusion

Understanding your leadership style is the first step toward becoming a more effective leader. Each style has its strengths and can be adapted to fit various situations. Embrace your unique approach and consider how you can further develop your leadership skills!