

SERVANT LEADERSHIP

BEING THE LEADER GOD WANTS YOU TO BE



Your Leadership Style: A Questionnaire

You should now work your way through the questionnaire which is printed on the next two pages. This questionnaire will help to identify your preferred leadership style.

In this questionnaire there are four groups of 10 statements each. For each of the statements circle:

1. If this statement ***describes you most of the time***
2. If this statement ***describes you some of the time***
3. If this statement ***does not describe you at all***

Please do not skip any statement!

GROUP 1 STATEMENTS	Describes me. . .		
<i>For each Statement please circle the number in the column that best fits you.</i>	MOST of the time	SOME of the time	NONE of the time
I grasp the big picture more quickly than others around me	1	2	3
I like to make things happen quickly	1	2	3
I am not very good at details	1	2	3
I tend to challenge the status quo (the way things always have been)	1	2	3
When necessary, I will take control to make things happen	1	2	3
I sometimes find it hard to be a good team player	1	2	3
Some people say that I am not a very good listener	1	2	3
I often get bored when my ministry becomes routine	1	2	3
I get frustrated when other people resist my ideas.	1	2	3
I welcome challenge and change—the more the better	1	2	3
TOTALS:			

GROUP 2 STATEMENTS	Describes me. . .		
<i>For each Statement please circle the number in the column that best fits you.</i>	MOST of the time	SOME of the time	NONE of the time
I am a person who generates enthusiasm in people around me	1	2	3
I work best when I am free from the control of others	1	2	3
I often put people ahead of programmes	1	2	3
Managing time is difficult for me	1	2	3
People like to be around me	1	2	3
I tend to take it personally when people disagree with me	1	2	3
I don't do very well with facts and detail work	1	2	3
I find it easy to express my thoughts and feelings	1	2	3
I do best when I sense that others really like me	1	2	3
I am effective in motivating others to work together	1	2	3
TOTALS:			

GROUP 3 STATEMENTS	Describes me. . .		
<i>For each Statement please circle the number in the column that best fits you.</i>	MOST of the time	SOME of the time	NONE of the time
People say I demonstrate patience and understanding	1	2	3
People say that I am easy to get along with	1	2	3
I am a good listener	1	2	3
People are just as important to me as the ministry programme	1	2	3
I do best in situations where people work together in harmony (happily)	1	2	3
I am most effective when my work situation is stable and secure	1	2	3
I do best when people let me know that I am appreciated	1	2	3
Too much change threatens me	1	2	3
My superiors can count on my loyalty	1	2	3
I do everything I can to meet the needs of those who are close to me	1	2	3
TOTALS:			

GROUP 4 STATEMENTS	Describes me. . .		
	MOST of the time	SOME of the time	NONE of the time
<i>For each Statement please circle the number in the column that best fits you.</i>			
I can be counted on to carry out a task I am given	1	2	3
One of my greatest strengths is paying attention to detail	1	2	3
If a job is worth doing, it is worth doing very well	1	2	3
I need to know exactly what is expected of me	1	2	3
I don't want to make decisions without having all the facts	1	2	3
I have difficulty in expressing my feelings	1	2	3
I am a cautious person who hesitates to take risks	1	2	3
I function well within known guidelines and policies	1	2	3
I am critical when my performance falls short of standards	1	2	3
People often wonder just what I am thinking	1	2	3
TOTALS:			

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SCORING

Now, score the questionnaire by going back to each of the Groups and for each Group total the number of times you circled the number 1 (in the Column headed "Most of the Time") and enter that number as your score in the box below.

GROUP 1

Your Score – total times you circled the number 1 in column 1:

GROUP 2

Your Score – total times you circled the number 1 in column 1:

GROUP 3

Your Score – total times you circled the number 1 in column 1:

GROUP 4

Your Score – total times you circled the number 1 in column 1:

Now rank these four groups from most to least in terms of the number of times you circle the number 1 in column 1

1. Most x1: Group ____
2. Second most x1: Group ____
3. Third most x1: Group ____

4. Least most x1: Group _____

The Group for which you scored most 1s is your dominant tendency. If you have an equal top score, both of those Groups will be equally dominant for you. Other Groups for which you scored five or more x1 are your secondary tendencies.

Your Leadership Style: Interpreting Your Results

Each of us will fall into one of four styles or patterns as we lead and work with other people. One (or possibly two of these styles) will be our dominant style. We may also have one or more of these styles which will be a secondary tendency for us.

Each of the styles has a different name and describes different ways that different people tend to prefer to exercise their leadership. The four styles are:

1. **Designer/Developer:** people who take charge and who rise to the challenge of bringing about change to make ministries more effective
2. **Motivator/Influencer:** people who have the ability to motivate and influence others to work together to achieve important outcomes
3. **Team Builder:** people who value relationships and seek to build strong relationships and who see unity and cooperation as being crucial to the implementation of vision and plans
4. **Implementer:** people who have the commitment to excellence in carrying out detailed and challenging tasks

When you scored the Questionnaire if your highest score was

1. your dominant style will be **Designer/Developer**
2. your dominant style will be **Motivator/Influencer**
3. your dominant style will be **Team Builder**
4. your dominant style will be **Implementer**

My Leadership Style is: _____
