



## Find Your Leadership Style and Strengths Quiz

Purpose: Identify your dominant leadership tendencies and core strengths so you can lead with greater clarity, play to your strengths, and close one practical gap that increases influence and resilience.

How to use: Answer each question honestly with Yes / Sometimes / No. Tally scores (Yes = 2, Sometimes = 1, No = 0). Total possible score = 20. This quiz is a self-reflection tool, not a formal assessment; use results to choose one focused development step and a simple practice to try for three weeks.

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### Questions

1. I clearly articulate the vision or purpose for my team or project.
2. I invite input and make space for others to shape decisions.
3. I set clear expectations and follow through reliably.
4. I delegate tasks based on people's strengths and development goals.
5. I give timely, constructive feedback that balances challenge with support.
6. I stay calm and decisive under pressure and guide others through ambiguity.
7. I prioritize relationships and actively build trust with my team.
8. I reflect on my actions and adjust my approach after setbacks.
9. I create conditions for psychological safety where people can speak honestly.
10. I invest in developing others' skills and career growth.

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### Scoring Guide

- Add your points (Yes = 2, Sometimes = 1, No = 0).
  - 0–7 = Emerging Leader
  - 8–13 = Capable Leader
  - 14–20 = Strengths-Based Leader
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## Result Summaries and Next Steps

**Emerging Leader (0–7).** You have leadership potential and motivation but need clearer structure, feedback skills, or relational practices to lead consistently. Choose one concrete habit for three weeks: clarify and communicate a short team purpose statement; practice one feedback script once per week; or run a 10-minute weekly check-in to build trust.

**Capable Leader (8–13).** You demonstrate solid leadership in many areas but can gain more impact by strengthening one gap such as delegation, emotional regulation, or feedback consistency. Pick the single highest-leverage gap and apply a focused intervention: create a delegation checklist, practice the 2-minute regulation routine before high-stakes meetings, or schedule brief fortnightly development conversations.

**Strengths-Based Leader (14–20).** You lead with clarity, relational skill, and follow-through. You can amplify impact by mentoring others and by designing systems that scale your approach. Identify one leader you can coach, document a replicable meeting or feedback routine, and set two quarterly goals to expand team capability rather than doing more yourself.

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## Practices to Boost Leadership Impact

- One-Minute Purpose Brief: Start meetings with a 60-second statement of purpose and desired outcome.
- Delegation Card (3 steps): Outcome; decision boundary; check-in cadence. Use for any task you assign.
- Two-Minute Regulation: Box breathe once before difficult conversations to remain steady.
- Feedback Script (30 sec): Observation + Impact + Invitation (“When X happened, I noticed Y; it affected Z; would you be open to...?”).

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## Reflection Prompts for Leaders (5 minutes)

- What leadership habit drains me and what small change would reduce that drain?
- Who on my team shows untapped potential and what one task could I delegate to grow them?
- When was the last time I asked for feedback, and what did I learn?

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**Pace and Support.** If leading activates strong stress or avoidance, scale any experiment smaller (e.g., one-minute check-ins instead of hour-long meetings) and practice quick regulation tools first. Consider peer coaching or a leadership mentor for sustained skill growth.

*This quiz is for educational and self-reflective purposes only. It is not therapeutic advice.*