

# DETERMINING YOUR MANAGEMENT STYLE



## ASSESSING YOUR MANAGEMENT STYLE

Let's begin by taking a look at your current management methods. Take a moment to go through the following assessment, shown below. Don't think too much about right or wrong answers, or about what you're "supposed" to think. Just go with your first instincts.

### INSTRUCTIONS:

For each belief listed below, circle the number that corresponds with how much you agree:

BELIEF	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
1. Employees should follow orders without questioning them.	1	2	3	4	5
2. Employees should have a say in the decisions that impact their work.	1	2	3	4	5
3. Employees should have the freedom to work in the way that suits them best.	1	2	3	4	5
4. Leaders should inspire and motivate employees to do their best work.	1	2	3	4	5

BELIEF	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
5. The manager's role is to oversee and direct employees at all times.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
6. The manager's role is to promote open communication and cooperation among employees.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
7. The manager's role is to provide resources and support, but otherwise let employees manage their own work.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
8. The manager's role is to empower employees to take ownership of their work and contribute to the organization's goals.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
9. Employees should be closely monitored to ensure they're meeting expectations.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
10. Employees should be trusted to make good decisions and contribute to the success of the organization.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
11. Employees should be given the flexibility to work in their own way and manage their own schedules.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

BELIEF	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
12. Employees should be given opportunities to grow and develop their period skills and abilities.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
13. The manager's authority should be respected without question.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
14. The manager should be open to feedback and willing to adjust their approach based on input from their team.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
15. The manager should provide guidance, but otherwise let employees manage themselves.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
16. The manager should lead by example and inspire employees to excel.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
17. Discipline is necessary to maintain order and productivity in the workplace.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
18. Collaboration and teamwork are essential for achieving success in the workplace.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

BELIEF	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE
19. Autonomy and self-direction are important for employee satisfaction and productivity.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
20. A clear vision and sense of purpose are important for motivating employees to achieve their goals.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
21. The manager is ultimately responsible for the success or failure of the team.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
22. The success of the team is the result of everyone's contributions and collaboration.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
23. The success of the team is largely dependent on each individual's ability to manage their own work.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
24. The success of the team is driven by a shared sense of purpose and commitment to excellence.	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

# DOMINANT MANAGEMENT STYLE

Add 'em up! Let's determine your dominant management style/s with some quick math.

**MANAGEMENT STYLE 1:** Add up your responses for Beliefs 1, 5, 9, 13, 17, and 21: \_\_\_\_\_

**MANAGEMENT STYLE 2:** Add up your responses for Beliefs 2, 6, 10, 14, 18, and 22: \_\_\_\_\_

**MANAGEMENT STYLE 3:** Add up your responses for Beliefs 3, 7, 11, 15, 19, and 23: \_\_\_\_\_

**MANAGEMENT STYLE 4:** Add up your responses for Beliefs 4, 8, 12, 16, 20, and 24: \_\_\_\_\_

The style with the highest score best represents your go-to management method. You may lean heavily toward one style or have a balance of multiple styles. Let's look at each one:

**MANAGEMENT STYLE 1: THE TOP DOG**

**MANAGEMENT STYLE 2: THE COLLABORATOR**

**MANAGEMENT STYLE 3: THE CHILLAXER**

**MANAGEMENT STYLE 4: THE VISIONARY**