Who Am I as a Leader?

This assessment uses two sets of questions about your life experience to identify your leadership style. Complete each step in order to find your preferred style.

Step 1: Make a list of what you accomplished in various phases of your life. List 2 or 3 accomplishments in each of these categories: Ages 5 to 20; 21 to 49; 50 to 64; 65 to 69; 70 plus.

Step 2: What do those accomplishments and your behavior in team settings reveal about your leadership strengths? Circle your top SIX (6) strengths from the list below (choose ONLY six).

- Thoughtful
- Helpful
- Flexible
- Tenacious
- Seeks Change
- Animated
- Loyal
- Socially Skillful
- Experimenting
- Forceful
- Idealistic
- Practical
- Self-confident
- Controlling
- Risk-taking
- Responsive
- Thorough
- Analytical
- Enthusiastic
- Trusting
- Inspirational
- Factual
- Competitive
- Reserved
- Quick to act
- Receptive
- Tactful
- Adaptable
- Economical
- Cooperative
- Methodical
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Step 3: Find the adjectives you circled in the lists in Step 2 in the following descriptions and circle them again to determine what type of leader you are.

**Relater:** Thoughtful, idealistic, trusting, loyal, helpful, receptive, responsive, cooperative.

**Promoter:** Flexible, experimenting, enthusiastic, tactful, adaptable, socially skillful, inspirational, animated

**Analyzer:** Tenacious, practical, economical, reserved, factual, thorough, methodical, analytical

**Director:** Controlling, quick to act, self-confident, seeks change, persuasive, competitive, risk-taker, forceful.

Step 4: Which of the above has the most adjectives circled? That is your preferred style. (Note: since leadership styles are on a continuum, you may have more than one.)
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Step 5: Now answer the following questions:

How do I like to be given information?

How do I make decisions?

What do I need to feel comfortable with change?

What do I need in my work environment to be my best self?
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Step 6: Compare your answers in Step 5 to the following, looking at each of the style descriptions.

**Relater:** Learns by following directions. Is hesitant about making decisions. Needs information on how a change will affect him or her. Responds to gentle, specific, and harmonious approach.

**Promoter:** Learns by having fun. Makes decisions ambiguously. Wants to be associated with people in charge of a change. Responds to stimulating, open, and flexible approach.

**Analyzer:** Learns by figuring it out. Makes decisions slowly. Wants to know rationale for change. Responds to patient, organized, and logical approach.

**Director:** Learns by doing it own way. Makes decisions quickly. Needs to be assured he or she will not lose power or control with a change. Responds to businesslike, time-conscious, and factual approach.

Step 7: Which style description is closest to what you answered in Step 5? To what extent does the description fit? Are there discrepancies?

Step 8: Is the style you most fit the same as the one you identified in Step 4? What kind of a leadership style do you see as your preferred one?