

The Leaders ADAPT Leadership Style Assessment

A 20-question self-scoring assessment that shows your default leadership style in about ten minutes.

Instructions

Rate each statement from 1 to 5.

1 = rarely true of me. 5 = almost always true of me.

Answer based on how you actually behaved over the last month, not on how you intend to lead. Go with your first response. When you finish, use the scoring key on the last page to total your results. Do not read the key before you rate.

The 20 statements

- | | | |
|----|---|-----------|
| 1 | When someone brings me a problem, I ask questions before offering answers. | ① ② ③ ④ ⑤ |
| 2 | When a decision is needed, I make the call myself and communicate it clearly. | ① ② ③ ④ ⑤ |
| 3 | I talk about where we are going more than where we are. | ① ② ③ ④ ⑤ |
| 4 | I see my main job as removing obstacles so my team can do theirs. | ① ② ③ ④ ⑤ |
| 5 | Before deciding, I ask the people affected what they think. | ① ② ③ ④ ⑤ |
| 6 | I put the team's needs ahead of my own visibility or credit. | ① ② ③ ④ ⑤ |
| 7 | I spend one-on-one time developing people's skills, not just reviewing their tasks. | ① ② ③ ④ ⑤ |
| 8 | I would rather slow a decision down than skip the team's input. | ① ② ③ ④ ⑤ |
| 9 | I give specific instructions and expect them to be followed. | ① ② ③ ④ ⑤ |
| 10 | I challenge my team to attempt things they think are beyond them. | ① ② ③ ④ ⑤ |

11 I put important choices to a group discussion whenever the timeline allows.

① ② ③ ④ ⑤

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12 I treat mistakes as material for development rather than reasons for blame.

① ② ③ ④ ⑤

13 I check on how people are doing, not just what they are producing.

① ② ③ ④ ⑤

14 I connect everyday tasks to a larger purpose the team can see.

① ② ③ ④ ⑤

15 In a crisis I take charge without waiting for consensus.

① ② ③ ④ ⑤

16 People on my team can point to decisions they directly shaped.

① ② ③ ④ ⑤

17 People tell me my energy for the mission spreads to others.

① ② ③ ④ ⑤

18 I am comfortable being the final word on how work gets done.

① ② ③ ④ ⑤

19 I share credit publicly and take responsibility when things go wrong.

① ② ③ ④ ⑤

20 I measure my own success by what my team can do when I am not in the room.

① ② ③ ④ ⑤

Scoring key

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Add your ratings for the four statements listed next to each style. Each total falls between 4 and 20.

Leadership style	Add statements	Your total
Directive	2 + 9 + 15 + 18	_____
Democratic	5 + 8 + 11 + 16	_____
Coaching	1 + 7 + 12 + 20	_____
Servant	4 + 6 + 13 + 19	_____
Transformational	3 + 10 + 14 + 17	_____

Your highest total is your default leadership style. Your second highest is the style you most often switch to.

What your scores mean

16 to 20: core style. This is how you lead most of the time, including under pressure. Its strengths and its blind spots both belong to you.

10 to 15: situational style. You use this style when the moment calls for it, but it is not your automatic response.

4 to 9: background style. You rarely reach for this style. That is only a problem if your team or situation regularly needs it.

The five styles in one line each:

- **Directive:** you decide and instruct; fast and clear, at the risk of dependency.
- **Democratic:** you build decisions from input; well supported, at the cost of speed.
- **Coaching:** you develop people through questions and feedback; compounding, but slow in the moment.
- **Servant:** you clear obstacles and put the team first; high trust, at the risk of weak direction.
- **Transformational:** you lead through vision and challenge; energizing, at the risk of thin follow-through.

If two styles tie at the top, you switch between them by context. If all five totals sit near the middle, retake the assessment with faster, blunter answers.

Your next step

This paper version shows your default. The free online 5 Minute Leader assessments score you automatically and go deeper on your type, style, and skills:

<https://5minleader.leadersadapt.com/assessments-overview>