

Leadership Role Indicator

Instructions

1. There are no correct or incorrect answers to the questions.
2. Read each statement carefully and circle the item (a, b, or c) that *best* represents your leadership role. Do not be too quick to circle item c (both).
3. Do not spend too much time with each question; instead go with your initial impulse.

Questions

1. In my approach to change, I
 - a. cope with change
 - b. cope with complexity
 - c. both
2. In leading an organization or ministry, I
 - a. do the right things
 - b. do things right
 - c. both
3. When viewing my work or ministry, I see
 - a. the whole
 - b. the parts
 - c. both
4. My general outlook on life and ministry is
 - a. optimistic
 - b. realistic
 - c. both
5. In my work or ministry, I operate on the basis of
 - a. faith
 - b. facts
 - c. both
6. In my role as a leader, I might be described as
 - a. an influencer
 - b. a coordinator
 - c. both
7. When I view my work or ministry, I think in terms of
 - a. opportunity
 - b. accomplishment
 - c. both
8. In my work or ministry, I seek
 - a. effectiveness
 - b. efficiency
 - c. both
9. In my leadership, I would describe myself as a
 - a. visionary
 - b. realist
 - c. both
10. In my work or ministry, my focus is on
 - a. ideas
 - b. functions
 - c. both
11. In my work or ministry, I can be counted on to provide
 - a. direction
 - b. control
 - c. both
12. In my leadership role, I see myself as
 - a. a persuader
 - b. an implementer
 - c. both
13. In my work or ministry, I would describe myself as a
 - a. risk-taker
 - b. stabilizer
 - c. both

14. when communicating to a group, people say that I speak

- a. persuasively
- b. informationally
- c. both

15. One of my desires for my job or ministry is to see

- a. growth
- b. harmony
- c. both

16. I tend to think

- a. inductively
- b. deductively
- c. both

17. I have the spiritual gift(s) of

- a. leadership
- b. administration
- c. both

18. In my work or ministry, I am

- a. proactive
- b. reactive
- c. both
- d. the feelings in my heart

Instructions for scoring

1. Place a check in the a, b, or c spaces below to indicate how you answered each question.
2. Add the checks down each column and record the totals for each column at the bottom.
3. The highest column score indicates your leadership role.

| | a | b | c | | a | b | c |
|---|----------|----------|----------|--------------|---------------|----------------|-------------|
| 1 | _____ | _____ | _____ | 10 | _____ | _____ | _____ |
| 2 | _____ | _____ | _____ | 11 | _____ | _____ | _____ |
| 3 | _____ | _____ | _____ | 12 | _____ | _____ | _____ |
| 4 | _____ | _____ | _____ | 13 | _____ | _____ | _____ |
| 5 | _____ | _____ | _____ | 14 | _____ | _____ | _____ |
| 6 | _____ | _____ | _____ | 15 | _____ | _____ | _____ |
| 7 | _____ | _____ | _____ | 16 | _____ | _____ | _____ |
| 8 | _____ | _____ | _____ | 17 | _____ | _____ | _____ |
| 9 | _____ | _____ | _____ | 18 | _____ | _____ | _____ |
| | | | | Total | _____ | _____ | _____ |
| | | | | | Leader | Manager | Both |