

Blake Mouton's Leadership Style Questionnaire

Below is a list of statements about leadership behavior. Read each one carefully, then, using the following scale, decide the extent to which it actually applies to you. For best results, answer as truthfully as possible.

never **sometimes** **always**

0 1 2 3 4 5

1. _____ I encourage my team to participate when it comes decision making time and I try to implement their ideas and suggestions.
2. _____ Nothing is more important than accomplishing a goal or task.
3. _____ I closely monitor the schedule to ensure a task or project will be completed in time.
4. _____ I enjoy coaching people on new tasks and procedures.
5. _____ The more challenging a task is, the more I enjoy it.
6. _____ I encourage my employees to be creative about their job.
7. _____ When seeing a complex task through to completion, I ensure that every detail is accounted for.
8. _____ I find it easy to carry out several complicated tasks at the same time.
9. _____ I enjoy reading articles, books, and journals about management, learning, leadership, and psychology; and then putting what I have read into action.
10. _____ When correcting mistakes, I do not worry about jeopardizing relationships.
11. _____ I manage my time very efficiently.
12. _____ I enjoy explaining the intricacies and details of a complex task or project to my employees.
13. _____ Breaking large projects into small manageable tasks is second nature to me.
14. _____ Nothing is more important than building a great team.
15. _____ I enjoy analyzing problems.

16. _____ I honor other people's boundaries.
17. _____ Counseling and coaching my employees to improve their performance is second nature to me.
18. _____ I enjoy reading articles, books, and trade journals about my profession; and then implementing the new procedures I have learned.

Scoring Section

After completing the questionnaire, transfer your answers to the spaces below:

People

Question

1. _____

4. _____

6. _____

9. _____

10. _____

12. _____

14. _____

16. _____

17. _____

TOTAL _____

X 0.2 = _____

Task

Question

2. _____

3. _____

5. _____

7. _____

8. _____

11. _____

13. _____

15. _____

18. _____

TOTAL _____

X 0.2 _____

(multiple the Total by 0.2 to get your final score) (multiple the Total by 0.2 to get your final score)

Matrix Section

Plot your final scores on the graph below by drawing a horizontal line from the people score (vertical axis) to the right of the matrix, and drawing a vertical line from the task score (horizontal axis) to the top of the matrix. The area of intersection is the leadership dimension from which you operate.

