

What Kind of Manager Are YOU?

Please select the response that best describes how you would manage a group of employees:	Strongly disagree				Strongly agree	Points
1) I would normally give explicit instructions concerning both what is to be accomplished and how it is to be done.	1	2	3	4	5	
2) I would make sure that subordinates know they could lose their jobs if they do not produce well.	1	2	3	4	5	
3) I would motivate mainly through personal communication and attractive incentives.	5	4	3	2	1	
4) I would measure individual contribution based on strictly economic efficiencies.	1	2	3	4	5	
5) I would make an effort to recognize and develop individual skills.	5	4	3	2	1	
6) I would install a detailed monitoring system to ensure that everybody is following proper procedures.	1	2	3	4	5	
7) I would attempt to arrange organizational and personal goals so that both could be accomplished simultaneously.	5	4	3	2	1	
8) I would intervene, at will, to modify an employee's behavior to reach the organization's goals.	1	2	3	4	5	
9) If I had to choose between using an employee for something today or having that employee gain experience for the future, I would emphasize output for today.	1	2	3	4	5	
10) I would rely on my subordinates' imagination and creativity to solve organizational challenges.	5	4	3	2	1	
<p>More than 25 points = "Autocratic Leader" Autocratic leaders tend to make decisions on their own, dictate work methods, limit worker knowledge about goals to just the next step to be performed, and sometimes give feedback that is positive.</p>	<p>Less than 25 points = "Democratic Leader" Democratic leaders tend to involve the group in decision making, let the group determine work methods, make overall goals known, and use feedback as an opportunity for helpful coaching.</p>					