

**Discovering Leadership Potential: Appendix A: Leadership Style Inventory 2.5 ©**

© Rowe, Reardon, Bennis (Revised 7/99)\*

Item No.	Statement	Answer	Score	Answer	Score	Answer	Score	Answer	Score
1	I see my role as:	establishing objectives		specifying new directions		making goals exciting		listening to people	
2	I prefer an organization that:	has a strong work ethic		adapts easily to change		values new ideas		provides support	
3	I expect my associates to:	be loyal		be reliable		recognize my contribution		be team players	
4	To gain commitment, I:	provide incentives		rely on logical arguments		create a feeling of trust		enable performance	
5	I expect people to:	show initiative		persevere in their work		feel a sense of ownership		participate with others	
6	Power is needed to:	maintain control		achieve objectives		facilitate restructuring		assure responsibilities	
7	I think that people should:	be self-confident		be logical		have daring ideas		work well with colleagues	
8	To improve performance, I:	insist on meeting goals		use challenging objectives		rely on a team approach		assure rewards	
9	I look for:	personal status		job fulfillment		dignity and respect		acceptance	
10	Change requires:	concrete actions		the right timing		understanding people's needs		a feeling of security	
11	Successful people are:	hard-driving		competent		creative		effective communicators	
12	I value:	accomplishment		responsibility		radical change		personal growth	
13	Others see me as:	committed to my work		a good problem solver		having a broad vision		being a team player	
14	I try to be:	concise		thorough		open-minded		sensitive	
15	Performance depends on:	following orders		consistent plans		creating opportunities		a feeling of trust	
16	Organizations should:	have well-defined plans		insist on quality output		encourage collaboration		build shared values	
17	When a problem occurs, I:	take charge		explore my options		network with colleagues		consult with others	
18	I admire people who are:	efficient		flexible		imaginative		dependable	
19	I constantly try to:	work hard		plan ahead		find new approaches		learn from others	
20	I feel it is important to:	achieve results		be accurate		expect cooperation		appreciate others	
TOTAL									

Current position: \_\_\_\_\_  
 Management experience (years): \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Name (optional): \_\_\_\_\_

\*Reproduced with permission.  
 This form may **not** be reproduced without written permission.