

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 or b) that *best* represents your leadership role.
3. Do not spend too much time with each question; instead go with your initial impulse.
4. If you are completely unsure, leave blank.

Questions

1. In my approach to change, I
 - a.) cope with change
 - b.) cope with complexity
2. In leading an organization or ministry, I
 - a.) do the rights things
 - b.) do things right
3. When viewing my work or ministry, I see
 - a.) the whole
 - b.) the parts
4. My general outlook on life and ministry is
 - a.) optimistic
 - b.) realistic
5. In my work or ministry, I operate on the basis of
 - a.) faith
 - b.) facts
6. In my role as a leader, I might be described as
 - a.) an influencer
 - b.) a coordinator
7. When I view my work or ministry, I think in terms of
 - a.) opportunity
 - b.) accomplishment
8. In my work or ministry, I seek
 - a.) effectiveness
 - b.) efficiency
9. In my leadership, I would describe myself as a
 - a.) visionary
 - b.) realist
10. In my work or ministry, my focus is on
 - a.) ideas
 - b.) functions
11. In my work or ministry, I could be counted on to provide
 - a.) direction
 - b.) control
12. In my leadership role, I see myself as
 - a.) a persuader
 - b.) an implementer
13. In my work or ministry, I would describe myself as a
 - a.) risk-taker
 - b.) stabilizer
14. When communicating to a group, people say that I speak
 - a.) persuasively
 - b.) informatively
15. One of my desires for my job or ministry is to see
 - a.) growth
 - b.) harmony
16. In my ministry at church, I
 - a.) take risks
 - b.) don't take risks
17. I have the spiritual gift(s) of
 - a.) leadership
 - b.) administration
18. In my work or ministry, I am
 - a.) proactive
 - b.) reactive
19. One of my strengths is
 - a.) motivating people
 - b.) organizing people
20. I'm best at
 - a.) setting direction
 - b.) solving problems

Instructions for Scoring

1. Place a check in the a or b spaces below to indicate how you answered each question.
2. Add the checks down each column and record the totals at the end
3. The highest column score indicates your leadership role, whether leader or manager
4. Most likely you will check both a and b items, meaning that you are a combination of both. However, note the column below that you mark more than the other.

Quest	a	b
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
Total		
	Leader	Manager