



Contingency Theory Leadership Worksheet

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Explanation:

The Contingency Theory emphasizes that effective leadership depends on a balance between the leader's style of leading and the specific requirements of the situation. As such, the worksheet asks respondents to rate statements in three key areas: leadership style, situational favorableness, and leader-member relations.

Instructions:

The ratings are on a scale of 1-5, with 1 meaning "Strongly Disagree" and 5 meaning "Strongly Agree".

Leadership Style:

I am comfortable making decisions and providing direction.

- 1
- 2
- 3
- 4
- 5

I can adapt my leadership style according to the situation.

- 1
- 2
- 3
- 4
- 5

I typically rely on my authority to achieve team objectives.

- 1
- 2
- 3
- 4
- 5

I can effectively lead both highly skilled and less skilled team members.

- 1
- 2
- 3
- 4
- 5

I enjoy coaching and developing my team members.

- 1
- 2
- 3
- 4
- 5

Situational Favorableness:

My team usually agrees with my goals and methods.

- 1
- 2
- 3
- 4
- 5

The tasks assigned to my team are clear and structured.

- 1
- 2
- 3
- 4
- 5

My team works best when I provide clear direction.

- 1
- 2
- 3
- 4
- 5

My team is usually motivated and capable of working independently.

- 1
- 2
- 3
- 4
- 5

The tasks and projects my team works on are often complex and challenging.

- 1
- 2
- 3
- 4
- 5

Leader-Member Relations:

I have a good relationship with my team members.

- 1
- 2
- 3
- 4
- 5

My team members trust my judgment and decisions.

- 1
- 2
- 3
- 4
- 5

My team members are comfortable sharing their thoughts and ideas with me.

- 1
- 2
- 3

4

5

There is a strong sense of mutual respect within the team.

1

2

3

4

5

I regularly give and receive feedback from my team members.

1

2

3

4

5

A higher score indicates a stronger alignment with the respective aspect of the Contingency Theory. Leaders can analyze their scores to better understand their leadership style and how it fits with their team and situation. The goal is not to achieve a perfect score but to identify areas for potential improvement and greater alignment.