



# Flexible Leadership Worksheet

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Flexible Leadership involves adjusting your leadership style to fit the development levels of the people you're trying to influence. This worksheet will help you assess your primary situational leadership style.

## Instructions:

Please rate the following statements on a scale of 1 to 5, where 1 means "Strongly Disagree" and 5 means "Strongly Agree".

### Directing Style (S1):

1. I clearly specify what, how, and when tasks should be done.

Strongly Disagree (1)

Strongly Agree (5)

2. I closely supervise performance and provide frequent feedback.

Strongly Disagree (1)

Strongly Agree (5)

3. I make decisions and solve problems within the team.

Strongly Disagree (1)

Strongly Agree (5)

### **Coaching Style (S2):**

4. I still make decisions, but I provide more explanation and seek suggestions.

Strongly Disagree (1)

Strongly Agree (5)

5. I offer encouragement and praise, while still supervising closely

Strongly Disagree (1)

Strongly Agree (5)

6. I encourage team members to become involved in decision making.

Strongly Disagree (1)

Strongly Agree (5)

### **Supporting Style (S3):**

7. I listen more and facilitate decision making and problem-solving within the team.

Strongly Disagree (1)

Strongly Agree (5)

8. I encourage and facilitate the team to take responsibility for their tasks.

Strongly Disagree (1)

Strongly Agree (5)

9. I am responsive to the needs and aspirations of my team member.

Strongly Disagree (1)

Strongly Agree (5)

**Delegating Style (S4):**

10. I am comfortable delegating tasks and decisions to my team.

Strongly Disagree (1)

Strongly Agree (5)

11. I trust my team to perform tasks on their own, while still monitoring their performance.

Strongly Disagree (1)

Strongly Agree (5)

12. I encourage independence among team members

- Strongly Disagree (1)
- Strongly Agree (5)

Each section corresponds to a different aspect of flexible leadership. High scores in each category indicate a strong alignment with the principles of that particular flexible leadership style. This worksheet can help you identify which leadership style you predominantly use and areas where you might want to adjust or improve.