

Discover Your Leadership Persona!

What Kind of Leader Are You?

Leadership is not about fitting into a mold—it's about understanding your unique style and learning how to use it effectively. Are you a Visionary dreamer, inspiring your team with big ideas? A no-nonsense Autocrat driving results? Or perhaps a Transformational leader, igniting change everywhere you go?

Purpose

This quiz is not about RIGHT or WRONG or what you want to be—it will help you identify your dominant leadership style and uncover areas for growth.

Each question explores behaviors, attitudes, and tendencies that reflect the six leadership styles: **Visionary, Transformational, Democratic, Autocratic, Laissez-Faire, and Transactional.**







 **PLEASE avoid socially desirable answers.**

Let's make leadership fun, insightful, and maybe even a little surprising.

Ready? Let's go!

Questions

1. How do you start a team meeting?

-  Paint an inspiring picture of the big picture—why this project matters.
-  Ask for everyone's input on the agenda to ensure collaboration.
-  Announce the objectives and assign roles immediately.
-  Say, "You all know what to do. Carry on."
-  Remind everyone of the consequences of missing targets.
-  Share a personal anecdote to motivate and connect with the team.

2. How do you handle a team member who consistently misses deadlines?

- ✨ Reframe the importance of their contributions in the grand vision.
 - 🤝 Sit down with them and collaboratively identify obstacles and solutions.
 - 🎯 Issue a firm warning and implement a stricter timeline.
 - 🕊️ Assume they'll sort it out eventually—it's their responsibility.
 - 🚦 Tie future rewards (or penalties) to their performance improvement.
 - 🔥 Mentor them, helping them find a personal sense of accountability.
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⚡ 3. A heated disagreement erupts in your team. What's your first move?

- ✨ Remind everyone of the shared goals to refocus their energy.
 - 🤝 Facilitate a conversation where both sides can voice their concerns.
 - 🎯 Intervene and make an executive decision to resolve the issue.
 - 🕊️ Let them figure it out—conflict breeds creativity.
 - 🚦 Define clear rules for resolving disputes and enforce them.
 - 🔥 Highlight the growth opportunity in overcoming differences.
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💡 4. What's your go-to strategy for inspiring your team?

- ✨ Craft a compelling vision of where you're heading together.
 - 🤝 Ensure everyone has a voice in shaping the path forward.
 - 🎯 Lead by example with a strong, decisive approach.
 - 🕊️ Give them full autonomy and trust they'll deliver.
 - 🚦 Offer incentives and tangible rewards for achieving goals.
 - 🔥 Share personal stories of transformation to motivate them.
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📄 5. How do you prepare for a presentation to stakeholders?

- 🌟 Focus on the “why” to inspire excitement about the project.
 - 🤝 Involve your team in crafting a well-rounded narrative.
 - 🎯 Deliver a polished and authoritative presentation solo.
 - 🕊️ Let your team present—it’s their work.
 - 🚦 Back everything up with measurable results and metrics.
 - 🔥 Emphasize the journey of growth and learning behind the results.
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 **6. Your team suggests an idea that you think might fail. How do you respond?**

- 🌟 Encourage them to think bigger and connect the idea to the larger vision.
 - 🤝 Facilitate a discussion to refine the idea collaboratively.
 - 🎯 Shut it down firmly and redirect their focus to more viable options.
 - 🕊️ Let them run with it—failure is part of learning.
 - 🚦 Weigh the costs and benefits before approving it.
 - 🔥 Use the idea as a learning experiment to grow their creativity.
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 **7. What’s your reaction to a major success in your team?**

- 🌟 Celebrate publicly and tie the success to the overall mission.
 - 🤝 Highlight everyone’s contributions and seek feedback for future projects.
 - 🎯 Use the moment to reinforce discipline and hard work.
 - 🕊️ Congratulate them briefly and let them enjoy the moment.
 - 🚦 Offer rewards and incentives for a job well done.
 - 🔥 Use the win as a stepping stone to inspire even greater achievements.
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 **8. How do you approach long-term planning?**

- 🌟 Build a vision that excites and challenges your team.
 - 🤝 Engage your team in brainstorming and planning sessions.
 - 🎯 Define a clear path with detailed milestones.
 - 🕊️ Leave it up to the team—they know best what they can achieve.
 - 🚦 Create structured plans with specific incentives tied to outcomes.
 - 🔥 Focus on transformative goals that push the team beyond their limits.
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💬 9. What's your view on giving feedback?

- 🌟 Frame it as part of a bigger story: “Here’s how this feedback helps us achieve X.”
 - 🤝 Seek input before offering feedback, ensuring it feels collaborative.
 - 🎯 Be direct and specific—people need to know where they stand.
 - 🕊️ Rarely offer feedback unless it’s absolutely necessary.
 - 🚦 Tie feedback to performance metrics for clarity and actionability.
 - 🔥 Use feedback as an opportunity to inspire personal and professional growth.
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🎲 10. What's the most important quality in a team member?

- 🌟 Passion for the vision and alignment with the mission.
 - 🤝 Openness to collaboration and teamwork.
 - 🎯 Discipline and ability to follow direction.
 - 🕊️ Independence and self-motivation.
 - 🚦 Results-oriented focus with measurable output.
 - 🔥 Willingness to grow and embrace challenges.
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🌈 11. How do you approach setting team goals?

- 🌟 I paint a big-picture vision and inspire my team to aim high.
- 🤝 I involve everyone in setting goals collaboratively.
- 💪 I establish clear directives and make decisions quickly.
- 🕊️ I let the team decide their goals and step back to observe.
- 🎯 I tie goals to rewards and ensure everyone knows what's expected.
- 🔥 I motivate my team to exceed expectations while supporting their growth.

⚡ 12. How do you handle team conflicts?

- 🌟 I encourage the team to focus on shared goals and move forward.
- 🤝 I mediate by gathering everyone's input and finding common ground.
- 💪 I intervene directly and resolve conflicts swiftly.
- 🕊️ I allow the team to handle conflicts independently.
- 🎯 I outline clear rules for resolving disputes and enforce them.
- 🔥 I use conflicts as a chance to inspire and align the team toward a higher purpose.

🚨 13. How do you communicate during a crisis?

- 🌟 I inspire calm by reminding everyone of the bigger mission.
- 🤝 I consult the team for solutions before taking action.
- 💪 I issue clear commands and take decisive action immediately.
- 🕊️ I trust my team to handle the crisis on their own.
- 🎯 I stick to protocols and ensure everyone follows the process.
- 🔥 I rally the team with encouragement and lead by example.

📈 14. How do you respond to underperformance?

- 🌟 I inspire the person to see their potential and aim higher.
- 🤝 I discuss the issue openly with them and ask for their perspective.
- 💪 I address the problem directly and set clear expectations for improvement.

- 🕊️ I let them figure out their challenges without much interference.
 - 🎯 I set measurable goals and outline consequences if standards aren't met.
 - 🔥 I coach them to overcome their struggles and exceed expectations.
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🔧 15. What's your role in team meetings?

- ✨ I share my vision and inspire the team to contribute toward it.
 - 🤝 I ensure everyone has a chance to voice their ideas.
 - 💪 I lead the discussion and keep it on track.
 - 🕊️ I observe, stepping in only if needed.
 - 🎯 I focus on results and ensure meetings drive actionable outcomes.
 - 🔥 I use meetings to inspire innovation and team growth.
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🎉 16. How do you celebrate team success?

- ✨ I spotlight how this success ties into our larger vision.
 - 🤝 I gather the team to reflect on everyone's contributions.
 - 💪 I publicly recognize achievements to reinforce standards.
 - 🕊️ I let the team celebrate in their own way.
 - 🎯 I reward team success with bonuses, promotions, or perks.
 - 🔥 I use success as a springboard to push the team to new heights.
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🧩 17. How do you onboard new team members?

- ✨ I inspire them with our vision and where they fit into it.
- 🤝 I encourage team bonding and open discussions about expectations.
- 💪 I provide a structured onboarding process with clear instructions.
- 🕊️ I let them learn by doing, offering support only when asked.
- 🎯 I outline performance benchmarks they need to meet.
- 🔥 I mentor them closely, helping them grow into their role.



 **18. What's your decision-making style?**

-  I focus on long-term impact and align decisions with our mission.
 -  I seek input from others before making decisions.
 -  I make quick, decisive calls based on available information.
 -  I allow others to make decisions and trust their judgment.
 -  I rely on established rules and processes to guide decisions.
 -  I weigh data and intuition, always aiming to inspire through action.
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 **19. How do you handle failure in a project you've led?**

-  I focus on the lessons learned and inspire the team to see the opportunity for growth.
 -  I gather the team to analyze what went wrong and collaborate on how to avoid similar mistakes.
 -  I take full responsibility, identify the weak points, and direct the team to fix them.
 -  I let the team process the failure independently and adjust their approach moving forward.
 -  I assess where processes broke down, establish stricter controls, and create clearer guidelines.
 -  I turn failure into a motivational moment, showing the team how setbacks can fuel innovation.
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 **20. How do you lead under intense pressure or in a crisis situation?**

-  I inspire calm by focusing on the long-term vision and guiding the team to see beyond the immediate challenge.
-  I gather input from the team to brainstorm solutions, ensuring everyone feels heard during the process.

- 🦵 I take control, make quick decisions, and give clear instructions to restore order immediately.
 - 🕊️ I trust the team to manage the crisis while observing and stepping in only if absolutely necessary.
 - 🎯 I implement pre-established protocols and ensure the team follows them precisely to resolve the crisis.
 - 🔥 I lead with empathy and determination, ensuring the team feels supported while driving action to overcome the crisis.
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21. How do you respond when a team member is taking longer than expected to complete a task?

- ✨ I remind them of how their work ties into our larger mission and encourage them to keep going.
 - 🤝 I ask them about their challenges and collaborate on how to overcome obstacles.
 - 🦵 I insist they meet the deadline and provide direct instructions to expedite their work.
 - 🕊️ I trust they'll finish on their own timeline and don't intervene unless necessary.
 - 🎯 I evaluate their progress and remind them of the importance of adhering to deadlines.
 - 🔥 I coach them through their struggles, offering support while motivating them to push beyond their limits.
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22. How do you balance short-term goals with a long-term vision?

- ✨ I align immediate tasks with the overarching mission, keeping both in view.
- 🤝 I involve the team in setting milestones that reflect both short-term wins and long-term strategies.
- 🎯 I prioritize short-term deliverables but ensure they build toward the bigger picture.
- 🕊️ I trust the team to balance their responsibilities and focus on the goals that matter most.

- 🚦 I set measurable short-term goals tied to specific rewards, ensuring steady progress.
 - 🔥 I encourage the team to push boundaries, finding innovative ways to balance the now and the future.
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23. How do you approach decision-making when facing conflicting team opinions?

- ✨ I seek alignment with our vision, ensuring decisions reflect our core values.
 - 🤝 I mediate by encouraging everyone to share their perspectives and find common ground.
 - 🎯 I step in and make the final call, ensuring swift resolution.
 - 🕊️ I allow the team to find their own resolution and move forward independently.
 - 🚦 I rely on established rules and data-driven insights to guide the decision.
 - 🔥 I turn the conflict into a growth moment, fostering learning and collaboration.
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24. How do you adjust your leadership style for different team dynamics?

- ✨ I focus on inspiring with a vision, regardless of the team's structure.
 - 🤝 I adapt my style to align with the preferences and strengths of the group.
 - 🎯 I maintain consistency and authority to provide structure across diverse teams.
 - 🕊️ I step back and let teams find their own rhythm, intervening only if needed.
 - 🚦 I establish clear performance expectations tailored to each group's capabilities.
 - 🔥 I challenge teams to grow by encouraging them to embrace change and new approaches.
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 **25. How do you handle feedback that challenges your leadership decisions?**

-  I reflect on whether the feedback aligns with our bigger mission and adjust if needed.
 -  I openly discuss the feedback with the team to ensure transparency and inclusivity.
 -  I clarify my reasoning while standing firm on my decisions.
 -  I let the team act independently if they feel strongly about their approach.
 -  I analyze the feedback against measurable outcomes before deciding on any changes.
 -  I view feedback as a chance to grow, using it to strengthen my leadership approach.
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 **26. How do you support team members in leadership roles?**

-  I encourage them to embody the vision and inspire their teams with purpose.
 -  I act as a mentor, offering guidance while letting them shape their own style.
 -  I provide clear expectations and ensure they follow proven leadership protocols.
 -  I give them full autonomy to lead, stepping in only when they need support.
 -  I tie their leadership success to specific outcomes, rewarding effective management.
 -  I challenge them to lead with empathy and innovation, fostering personal and professional growth.
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Scoring

Tally up your responses:



A = Visionary



B = Democratic



C = Autocratic



D = Laissez-Faire



E = Transactional



F = Transformational

Results and Reflections

Mostly A's: Visionary Leader

You're the dreamer who rallies teams with big ideas. Your strength lies in inspiring others to believe in the impossible—but beware of overlooking the practical details.

Mostly B's: Democratic Leader

You thrive on collaboration and inclusivity, ensuring everyone feels valued. Be mindful, though, of analysis paralysis when too many voices weigh in.

Mostly C's: Autocratic Leader

Clear, decisive, and direct, you get things done efficiently. Balance is key—don't let control overshadow creativity or morale.

Mostly D's: Laissez-Faire Leader

You trust your team to work autonomously and thrive independently. However, too little guidance can lead to disorganization or disengagement.

Mostly E's: Transactional Leader

Results-driven and structured, you excel in creating clear expectations and delivering results. Focus on fostering long-term innovation and emotional connections.

Mostly F's: Transformational Leader

You're the spark that ignites change and growth. Keep an eye on your energy levels to avoid burnout as you inspire others to reach their full potential.

Hybrids: The Best of Both Worlds

Leadership styles aren't rigid categories—they're dynamic and often blended. Many leaders find themselves embodying traits from multiple styles, creating a hybrid approach that adapts to the situation and the needs of their team. Here's how hybrids manifest and the strengths and challenges they bring:

Visionary + Transformational

You're a motivator with a mission! You dream big but also know how to inspire your team to turn those dreams into reality.

Strengths: You ignite passion and purpose, combining vision with action. Teams feel driven to excel beyond expectations.

Challenges: Beware of overloading your team with too many ambitious goals without a clear roadmap.

Democratic + Laissez-Faire

Collaboration meets autonomy. You trust your team to innovate while ensuring their voices are heard.

Strengths: Empowers team members to thrive independently while fostering inclusivity.

Challenges: Finding the balance between too much freedom and the need for occasional direction can be tricky.

Autocratic + Transactional

You're a no-nonsense results driver with a clear structure. Teams know what's expected and how to deliver.

Strengths: Highly effective in high-pressure environments with tight deadlines.

Challenges: Over-focusing on control and rewards can stifle creativity and long-term innovation.

Visionary + Democratic

You're an inclusive dreamer. You inspire with your vision while actively involving your team in the process.

Strengths: Builds a shared sense of purpose and commitment, creating a truly collaborative environment.

Challenges: Too many voices can slow decision-making or dilute the clarity of your vision.

Transformational + Transactional

You're the perfect blend of inspiration and structure. You motivate your team to go above and beyond while maintaining a clear framework for accountability.

Strengths: Teams thrive with a balance of inspiration and tangible rewards.

Challenges: Balancing flexibility with the consistency of structure requires constant recalibration.


Calculating and Evaluating Hybrids

To identify hybrid leadership traits, analyze your quiz results and observe the following:

Dominant Styles: Count your answers for each style (A-F). If two styles have close scores, you likely blend their traits. For example, if Visionary (A) and Transformational (F) are tied, you may inspire with vision while driving action.

Contextual Flexibility: Reflect on where and when you use each style. A hybrid leader adapts to the needs of the moment. Do you lean toward Autocratic (C) in crises but embrace Democratic (B) during brainstorming sessions?

Behavioral Crossovers: Hybrids often show overlapping behaviors. If you combine Laissez-Faire (D) autonomy with Transactional (E) structure, you may delegate freely but ensure accountability.

 **Tip:** Keep your context in mind. Hybrids excel by leveraging their versatility but must balance opposing traits (e.g., freedom vs. control) to avoid confusion or misalignment within the team.

Evaluate Honestly

Ask yourself:

1. When do I adapt my style, and why?
2. Am I blending traits intentionally, or do I default to comfort zones?
3. Are my hybrid traits empowering my team or causing inconsistencies?

Hybrids thrive when leaders use self-awareness to consciously apply their strengths while addressing potential conflicts between styles.

Your Leadership, Your Legacy

Leadership isn't about fitting into one box—it's about understanding your unique blend of traits and how to wield them effectively.

Whether you're a pure visionary, a transactional expert, or a dynamic hybrid, every style has its place in building successful teams and driving impact.

The power of leadership lies in growth.

By understanding your natural tendencies, embracing hybrid traits, and adapting to the needs of your team, you're not just managing—you're empowering.