

TWO LEADERSHIP QUIZZES

Notes:

We offer here two leadership quizzes from Fr E H McGrath in his book: Basic Managerial Skills for all”

You may use them fro group sessions or talks on the Basics of leadership

LEADERSHIP QUIZ I Basic notions and Assumptions about Leadership

All of us have some Basic notions and assumptions about leadership
What are yours? Do you agree or disagree with the following?

	Agree	Disagree
1. An effective leader varies his use of authority according to the group and situation. Sometimes, he merely announces his decision, at other times he persuades, consults or leaves the decision to the groups, all depending on the group and situation.	()	()
2. An effective leader sees more clearly than a less effective one the strengths and weaknesses of individual members of his team.	()	()
3. An effective leader realizes people have mixed feelings towards authority; i.e., they both like it and do not like it.	()	()
4. To be an effective leader one must decide whether he is going to be democratic or autocratic and then stick to it.	()	()
5. Effective leaders tend to smooth over or avoid conflicts between members of the group rather than confront them.	()	()
6. An effective leader thinks in terms of duties and activities rather than results and objectives.	()	()
7. An effective leader is one who keeps his desk neat and clean.	()	()
8. An effective leader puts a great value on humor and uses it to keep a sense of	()	()

- perspective when the group is struggling with a problem. () ()
9. Besides the authority of his position, an effective leader tries to develop other forms of influence, i.e. his personality, competence and character. () ()
10. An effective leader is one who leads a group to its goals. () ()
11. An effective leader encourages honest disagreement in order to find better solutions. () ()
12. An effective leader treats each member of his group in the same way. () ()
13. An effective leader is one who usually gets his way in a group discussion. () ()
14. An effective leader builds on the strengths of his group, doing the things they do well and omitting those they cannot. () ()
15. An ineffective leader often gets lost in the Jungle of his duties and loses track of objectives. () ()
16. An effective leader considers his men, their quality and development, to be his most important resources – far more important than materials or money. () ()
17. An effective leader is sensitive both to group and individual needs as well as the demands of the situation. () ()
18. Leadership should be shared in a group, moving from one member to another, according to the competence required in the situation. () ()

(Note for the moderator only Many social scientists would disagree with no: 4 to 7 and 12,13)

LEADERSHIP QUIZ II What do we know about Leadership?

	Agree	Disagree
a. The old maxim : “Leaders are born, not made.”	()	()
b. The notion that leadership consists in the possession of certain personality traits.	()	()
c. The dilemma that one must choose between being either an autocrat or a democrat.	()	()
d. The belief that there is one ideal leadership style suited for all organizations and situations.	()	()
e. The assumption that people naturally dislike work, avoid responsibility, have no deep need for involvement in serious Endeavour.	()	()
f. Leadership calls for an ability to diagnose a situation and a wide and flexible range of behavior.	()	()
g. Appropriate leadership behavior always “all depends” on:		
(1) The person of the leader himself	()	()
(2) The group he leads.	()	()
(3) The situation	()	()
h. Great concern for people is no incompatible with great concern for organizational purposes.	()	()
i. There is a great difference between doing things right and doing the right things.	()	()
j. Effective leadership, even when circumstances prohibit their immediate utilization, sets great value on participation, mutual goal setting, open and linked communication systems, confronting rather than avoiding problems, team building and trust.	()	()