

## 'X' LEADER

Are you an 'extreme' leader? How forceful are you with your leadership? Is your presence felt too much or not at all? Get a 'bird's eye view' and take the following quiz.

When working with others I:	Usually	Sometimes	Rarely
Push them hard, making all deadlines.	5	3	1
Stick to my course of action no matter what strong evidence shows it's not working	5	3	1
Am compassionate, responsive to people's needs and feelings.	1	3	5
Enable them to lead by giving them latitude to do their job.	1	3	5
Am modest, aware I don't know everything and can be wrong.	1	3	5
Am competitive, highly motivated to excel and Have the unit excel	5	3	1
Am a team player, help other units and the larger organization perform well.	1	3	5
Stay the course – even in the face of adversity.	5	3	1
Zero in on what is substandard.	1	3	5
Have a can-do attitude and expect others To do whatever it takes to get the job done.	5	3	1
Make tough calls even when they are unpopular.	5	3	1
Am receptive to the ideas of others.	1	3	5
Foster harmony, contains conflict, diffuses tension.	1	3	5
Am realistic about individuals' capacity to perform	1	3	5
Am harshly judgmental; dismissive of others.	5	3	1
Total score of circled numbers:	_____	_____	_____

Grand Total: \_\_\_\_\_

Sometimes people demonstrate too much of a good thing. Are you too much of an 'X' Leader?

Scoring:

54 – 60 = You are an excessive 'X' Leader.

38 – 43 = You need to tone down your forceful leadership.

37 & below = Improving how you enable others is needed.

To let you get a feel for how people's perceptions often vary, ask a peer or two to complete the quiz. Remember there are no right or wrong perceptions. Thank them. Share your own quiz results. If you want to better understand perception incongruities and/or change your style of leadership, contact us. Do not take issue with the perceptions others hold.