

What kind of manager are you ?

The way we manage is often a function of our own experience and our personality. There's never ONE best style, nevertheless we do tend to have our personal favourites ! This short quiz developed by Michelle Lucas Career Coach at greenfields is based on some research by Blanchard and Hershey which promotes adapting your leadership style to the people and the situation you are managing. Take the quiz and find out what your favourite is and then ask yourself if you could sometimes benefit from using a different one !

Q1 : When planning key pieces of work for the year ahead, do you			
a) Give your team precise instructions on what you want them to do and how you want it done	b) Discuss with your team which projects they would get most benefit from doing	c) Identify who would enjoy which project the most and offer them the opportunity	d) Share your overall goals with the team and allocate work to those most competent to take it on
Q2 : If something is not delivered on time, do you ...			
c) Get involved and share the task so that it is delivered asap	b) Try to find out what caused the delay and ensure there are some "lessons learned"	a) Commit to giving better instructions next time	d) Ask what they are going to do to rectify the situation
Q3 : If something is done well, do you			
a) Praise them and note that you need to brief them similarly in the future	d) Expect them to acknowledge their own achievements	c) Thank them and offer them your insights into the new skills they have learned	b) Acknowledge their achievements and ask them to clarify how they were successful
Q4 : How would you describe the atmosphere in your team ...			
d) Autonomous	c) Amiable	b) Engaging	a) Orderly
Q5: How would your manager describe you and your team ...			
d) A place where people live up to their responsibilities	a) A tightly run ship	b) A good proving ground for people	c) A great team for people to work in
Q6 : What's the balance between what you know about your team and what they know about you ?			
a) We know little about each other – its not relevant	b) I know as much about them as they do about me	c) I know more about them than they know about me	d) I only know what they choose to tell me
Q7 : What kind of employee do you work best with ?			
c) Someone who needs my expertise	d) Someone who just gets on with it	a) Someone who is happy to do exactly what I tell them	b) Someone who asks me to facilitate their problem solving
Q8 : What kind of employee most annoys you ?			
a) Someone who wants to do it their way	c) Someone who is too proud to accept help	d) Someone who needs constant reassurance	b) Someone who thinks they can do it on their own
Q9 : Who's style do you admire most ?			
a) Gordon Ramsay	b) Sven Eriksen	c) Mother Theresa	d) Richard Branson
Q10: How would you describe your management style?			
b) Enabling	a) Traditional	d) Liberating	c) Nurturing

ANSWERS :

Mostly A's – Directing Leaders. Typically these managers will define the roles and tasks of their employees and will supervise them closely. Decisions tend to be made by the leader and communication tends to be one-way". A useful leadership style when employees lack both skill and motivation.

Mostly B's – Engaging Leaders. Normally these managers will provide overall direction and then seek ideas and suggestions from their team. Whilst decisions often remain the jurisdiction of the manager their communication is genuinely two-way. A good leadership style when there is a need to "win hearts".

Mostly C's – Supporting Leaders. Most often these leaders are watchful guardians who give their team room to explore and grow. Decisions will rest with the employees however the leader is close enough to the team to know when there is a risk and they need to intervene. Particularly useful when skilled people have suffered a loss of confidence.

Mostly D's – Delegating Leaders. Usually these leaders will keep their involvement to a minimum in decisions and problem solving unless their team genuinely enlists their help. Most useful when managing a team of highly skilled employees where the risk of error is low.