

Style Questionnaire Reaction Paper

The style questionnaire measures the leadership orientation of two different leadership styles - task oriented and relationship oriented. After completing the questionnaire, both my odd numbered and even numbered answers came out to a score of 46 on each category which fell into the very high range for both task and relationship oriented leadership style. This style falls into the area of team management according to the leadership grid theory (Northouse, 2012). I do believe that these scores were an accurate assessment of my personal leadership style. I do like to engage with and build relationships with people around me, but I also have a need to feel productive and efficient in my work so being able to get things done in a timely fashion and to feel that I am utilizing my time and effort in the best way possible would be very important to me.

Although my numbers in both areas were high, I did notice some potential areas for improvement, particularly in the questions regarding communication. For example, communicating actively with group members and discussing thoughts and feelings would not be two things that would come naturally to me. In addition, helping group members to get along would be another area of communication where I would feel out of my comfort zone. I do not feel that I am always a strong mediator, and I don't know if I believe that it is the leader's responsibility to mediate personal problems between employees. This is an example of how the

personalities of people within a team could affect the overall efficiency of the group. I personally feel that communication is a vital part of being a good leader, so these are areas where I would certainly want to feel more comfortable.

It is hard to speculate on how effective this survey would be in a real world application. I think that ideally, a good leader would possess both high task orientation and high relationship orientation. But that being said, I believe that a lot of what makes a leader effective has to do with the group of people they are leading. If I were to lead a group of people who were either task or relationship oriented but not both, I might not be as effective of a leader as I would wish to be. This is because the people who are task oriented might shy away from my attempts at building a relationship with them, while at the same time, those workers who thrive in a very nurturing environment might not respond as well to attempts at being more task minded. Another area where it is hard to predict how well these survey results would apply to a real world situation is in how they relate to the possible standards and vision that are already in place by a company or their senior management. I feel it's important to set standards of performance for others so that they know what is expected of them and their work. However, my standards of performance may not always be in alignment with the standards or goals of the company over all, or of what the leaders of the company expect from me and my team. So for this reason, it is hard to say for certain how effective the results of this survey would be when considering the possible conflicting standards that exist among people and policies.

Overall I would say that my score on this questionnaire was an accurate reflection of myself and my leadership style and can be used as a good learning tool for myself to be a more effective leader.

Reference:

Northouse, P. G. (2013). *Leadership: Theory and practice* (6th ed.)