

Leadership Styles Questionnaires

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The questionnaires from chapter 4 are to identify the style of leadership and to examine how the leadership style relates to other styles of leadership. In 2017, Northouse stated that there are three types of leadership styles, such as authoritarian, democratic, and laissez-faire leaderships. According to the questionnaires results, the democratic leadership was 23 points as the highest range. The authoritarian and laissez-faire leadership styles were similar with 18 and 17 as moderate ranges. The characteristics of democratic leadership questionnaires were employees want to be a part of decision making process, providing guidance without pressure is the key to being good leader, most workers prefer supportive communication from leaders, leader needs to help responsibility for completing their work, it is leader's job to help their passion, and people are basically competent. Northouse (2017) defined that democratic leaders work with followers, trying hard to treat everyone fairly, without putting themselves above followers. The leaders of this type give suggestions to others and do not use 'top-down' communication. If I was a leader in the group, I would prefer to use 'we' instead of 'I' during the communications with followers. I believe using pleural statements gives more motivation and supports to the followers by emphasizing 'group'. Unlike democratic leadership style, the authoritarian leadership style believes the necessity of control follower and prefers the direct communication between followers and leader. The authoritarian leadership can figure out the most useful and successful purposes and outcomes, but can decrease creativity and create hostility and discontent on work (Northouse, 2017).

Reference

Northouse, P. G. (2017). *Introduction to leadership concepts and practice*.

Los Angeles: SAGE.