

12 .2 Path-Goal Style Questionnaire

Rosemary Hembah

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Professor Chere Brown

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12.2 Path-goal Styles Questionnaire

This questionnaire is designed to measure four types of path-goal leaderships: namely directive, supportive, participative, and achievement-oriented and identify my path-goal styles of leadership and to examine how my use of each style relates to other styles of leadership. After participating in the exercise and comparing my scores on each of the four styles, below are the results:

Total Scores:

1. Directive Leadership (12)
2. Supportive Leadership (15)
3. Participative Leadership (14)
4. Achievement-Oriented Leadership (11)

Scoring Interpretation

I have determined that my dominant styles of the path-goal are the Supportive Leadership, which is my strongest style with a score of fifteen, followed by the participative with a score of fourteen while the directive and achievement-oriented are my weakest leadership styles with a score of twelve and eleven respectively and definitely the styles I would want to strengthen or improve on.

According to Northouse, the Participative styles of leadership addresses the issue of low involvement by creating a climate that is open to new and diverse opinions and give followers a voice. People want to fit in and having a voice is very important to them. The Supportive style of leadership however helps team members who lack motivation. This style is based on the expectancy theory. It states that a leader need to define the path to the goal by giving clear directives. Unclear directive can have a debilitating effect on individuals, while the Achievement-Oriented Style of Leadership says that some people do not work well because they

do not feel challenged by what they are doing. A leader should set standard of excellence and challenge that will promote individual's performance while the Directive style of leadership is used when a task is complex; a leader sets clear standards of performance and makes rules and regulations clear for others. As the author clearly puts it, effective leaders are responsible for helping individuals to define their goals and the paths they wish to take to accomplished those goals.

Reference

Northouse, P.G. (2015). Introduction to leadership: concepts and practice (4th ed.) Thousand Oaks, CA: Sage