



Leadership and Management or Leader/Manager? A fun quiz.

How much of your week do you spend doing/how important to your role is:

Score by time spent or importance

- | | |
|---|-------|
| 1. Making sure we are doing things right | [] |
| 2. Doing the right things | [] |
| 3. Creating order from complexity | [] |
| 4. Creating transformation from opportunity | [] |
| 5. Producing systems and consistency | [] |
| 6. Producing change and progress | [] |
| 7. Planning and budgeting | [] |
| 8. Creating the vision | [] |
| 9. Organising and staffing | [] |
| 10. Making sure people are aligned | [] |
| 11. Monitoring and controlling | [] |
| 12. Motivating and inspiring people | [] |
| 13. Problem solving | [] |
| 14. Modelling the way | [] |

Please score each one by time spent or allocated to it in your working week.

Alternatively, please score each item in terms of how important it is for you in your role.

Your findings:

Each odd numbered item can be seen as manager role activity, and each even numbered item can be seen as leader role activity.



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Analysis:

What are your raw scores?

How is the balance looking to you?

How do you feel about the scores you have given yourself?

What looks good or seems right to you?

What would you like to change or improve?

How might you go about making that change?

Who can help or support you?

What is the first step you need to take?

Feedback:

Another option is that you could give this questionnaire to your staff or team and ask them to score you. Are you prepared to accept feedback? If so, what does it tell you?