

Quiz - What Kind of Change Leader Are You?

Understanding your strengths and development needs is key and helps you become a better Change Leader.

Please look at the following statements and without overthinking them, rate in how far you Agree or Disagree. Try to be honest and think about situations where you have shown that behavior. And don't forget, there is no right or wrong!

#		Completely disagree	Disagree	Depends	Agree	Completely Agree
1	You lead by walking the talk	1	2	3	4	5
2	You expect your boss to take the decisions	5	4	3	2	1
3	You want things to move fast	5	4	3	2	1
4	You only trust a few people within your team	5	4	3	2	1
5	You make sure to find ways to support your employees	1	2	3	4	5
6	You are good at translating the companies' strategy into actions	1	2	3	4	5
7	You like it when people do as told without discussion	5	4	3	2	1
8	You want your team to change	5	4	3	2	1
9	You make decisions so that everyone is happy with the change	5	4	3	2	1
10	You understand how to implement change	1	2	3	4	5
11	You take time to listen to your employees	1	2	3	4	5
12	You are ready to change your own behavior	1	2	3	4	5
13	You want the team to follow your plan	5	4	3	2	1
14	You spend time with your employees to understand their needs	1	2	3	4	5
15	You understand how your team needs to change	5	4	3	2	1
16	You see value in negative opinions	1	2	3	4	5

Once you have answered every question, sum up the points as follows:

Questions #		Sum
1 ,8 ,12 ,15	Being a Role Model	
4, 5, 13, 14	Motivating Employees	
2, 6, 9, 10	Shaping the Organization	
3, 7, 11, 16	Mediating Through Resistance	

Where do you have most points? Where is your result the lowest?

What does it mean for you?

How does this impact your actual change project?

How do you want to address this in the next weeks?

Try to discuss what you have discovered and review your plan with someone you trust. This will help you get a second opinion and ensures you don't forget about your objectives and plans!