

The Blake and Mouton Leadership Self-Assessment Questionnaire

Below is a list of statements about leadership behavior. Read each one carefully, then, using the following scale, decide the extent to which it actually applies to you. For best results, answer as truthfully as possible.

Never		Sometimes			Always	
0	1	2	3	4	5	

- _____ I encourage my team to participate when it comes to decision-making time and I try to implement their ideas and suggestions.
- _____ Nothing is more important than accomplishing a goal or task.
- _____ I closely monitor the schedule to ensure a task or project will be completed in time.
- _____ I enjoy coaching people on new tasks and procedures.
- _____ The more challenging a task is, the more I enjoy it.
- _____ I encourage my employees to be creative about their job.
- _____ When seeing a complex task through to completion, I ensure that every detail is accounted for.
- _____ I find it easy to carry out several complicated tasks at the same time.
- _____ I enjoy reading articles, books, and journals about training, leadership, and psychology; and then putting what I have read into action.
- _____ When correcting mistakes, I do not worry about jeopardizing relationships.
- _____ I manage my time very efficiently.
- _____ I enjoy explaining the intricacies and details of a complex task or project to my employees.
- _____ Breaking large projects into small manageable tasks is second nature to me.
- _____ Nothing is more important than building a great team.
- _____ I enjoy analyzing problems.
- _____ I honor other people's boundaries.
- _____ Counseling my employees to improve their performance or behavior is second nature to me.
- _____ I enjoy reading articles, books, and trade journals about my profession; and then implementing the new procedures I have learned.

Scoring Section

After completing the Questionnaire, transfer your answers to the spaces below:

People Question

1. _____

4. _____

6. _____

9. _____

10. _____

12. _____

14. _____

16. _____

17. _____

TOTAL _____

X 0.2 = _____

(Multiply the Total by 0.2 to get your final score)

Transfer your score to vertical axis of the matrix, "Concern for People."

Task Question

2. _____

3. _____

5. _____

7. _____

8. _____

11. _____

13. _____

15. _____

18. _____

TOTAL _____

X 0.2 _____

(Multiply the Total by 0.2 to get your final score)

Transfer to horizontal axis of the matrix, "Concern for Production."

Matrix Section

Plot your final scores on the graph below by drawing a horizontal line from the approximate people score (vertical axis) to the right of the matrix, and drawing a vertical line from the approximate task score on the horizontal axis to the top of the matrix. Then, draw two lines from each dot until they intersect. The area of intersection is the leadership dimension that you operate out of.

