

LEADERSHIP STYLE ASSESSMENT REFLECTION



Understanding your leadership style is a key step in becoming a more intentional and impactful leader. This reflection form is designed to help you process your assessment results, recognize your strengths, and identify areas for growth. It also supports group discussion and shared reflection to deepen learning through conversation.

YOUR LEADERSHIP STYLE RESULTS _____

INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT _____

- Do these results feel accurate?
- What surprised me about the results?
- What reinforced what I already knew about my leadership?
- What are my key leadership strengths?
- What potential challenges are there with my leadership style?
- How does my style impact how I lead a diversified group of colleagues?
- When would my leadership style be most or least effective?
- What is one area I want to work on?
- How will I grow my style to better meet the needs of others?

TEAM MEMBERS LEADERSHIP STYLE RESULTS _____

Documenting the leadership style results of your direct manager, senior leaders, peers, direct reports, and other key individuals will provide a deeper understanding of each person.

TEAM MEMBERS RESULTS _____



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GROUP DISCUSSION QUESTIONS _____

- What word best describes how you felt after knowing your assessment results?
- What did you identify with from your results?
- What famous leader would you describe as your leadership style?
- Where do you see your style show up most often in work situations?
- Describe a moment when your style really benefited or hindered a situation?
- What's something in another person's leadership style that you admire?
- Think about someone who led you well. What was it in their leadership style that stood out?
- How do you think others view/experience your style?

MANAGEMENT LENS GROUP DISCUSSION QUESTIONS _____

Note: Management lens questions should be discussed when someone has people management responsibilities.

- How is your leadership style affecting your team's engagement and performance?
- How are you adjusting your leadership style to what your team members need, work orientation, and/or strengths?
- How is your leadership style and conflict working together or against each other?
- Where can you develop within your leadership style, that will better support your team members? What about your organization?

POST GROUP DISCUSSION REFLECTION QUESTIONS _____

- Did someone say anything that shifted your perspective on your leadership?
- What part of your leadership type are you feeling more confident about after the group discussion?
- What's something you want to grow within your leadership?
- What support, feedback, or learning would help you continue to grow your leadership skills?
- What challenges may occur and how will you handle it if you work with people who lead differently than your leadership style?
- What's one change you will make as a result of these self-reflections and group discussion?
- Who will support you in your continued growth?

