

11-2. What Is Your Leadership Style?

Instructions. Complete Fred Fiedler's (1978) Least Preferred Co worker Scale to assess your own leadership style. Think of a person with whom you can work least well. He or she may be someone you work with now or someone you knew in the past. This coworker does not have to be the person you like least but should be the person with whom you had the most difficulty in getting a job done. Describe this person by circling one of the numbers between each pair of adjectives:

Pleasant :.8..7..6..5..4..3..2..1.: Unpleasant
Friendly :.8..7..6..5..4..3..2..1.: Unfriendly
Rejecting :.1..2..3..4..5..6..7..8.: Accepting
Tense :.1..2..3..4..5..6..7..8.: Relaxed
Distant :.1..2..3..4..5..6..7..8.: Close
Cold :.1..2..3..4..5..6..7..8.: Warm
Supportive :.8..7..6..5..4..3..2..1.: Hostile
Boring :.1..2..3..4..5..6..7..8.: Interesting
Quarrelsome :.1..2..3..4..5..6..7..8.: Harmonious
Gloomy :.1..2..3..4..5..6..7..8.: Cheerful
Open :.8..7..6..5..4..3..2..1.: Guarded
Backbiting :.1..2..3..4..5..6..7..8.: Loyal
Untrustworthy :.1..2..3..4..5..6..7..8.: Trustworthy
Considerate :.8..7..6..5..4..3..2..1.: Inconsiderate
Nasty :.1..2..3..4..5..6..7..8.: Nice
Agreeable :.8..7..6..5..4..3..2..1.: Disagreeable
Insincere :.1..2..3..4..5..6..7..8.: Sincere
Kind :.8..7..6..5..4..3..2..1.: Unkind