

SELF-CHECK: HOW CLEAR ARE YOU IN YOUR LEADERSHIP ROLE?



A reflection sheet on typical leadership styles and authentic leadership



PART 1: About your preferred leadership style

Your response patterns reflect real leadership tendencies and help you observe your own typical reactions.

Choose the response that best describes your natural leadership style..

- ☐ A. I'm direct, decisive, and focused on results.
- ☐ B. I'm open, enthusiastic, and inspire others through energy.
- ☐ C. I'm supportive, patient, and value stability and relationships.
- ☐ D. I'm thorough, objective, and prioritize structure and quality.

Select the response that most closely describes when you feel most clear leadership feels most clear and aligned..

- ☐ A. When I can make quick decisions and delegate with clarity.
- ☐ B. When I can motivate and connect with others.
- ☐ C. When I can create a calm environment and listen deeply.
- ☐ D. When I can communicate precisely and back things up with data.

Choose the option that best reflects when your leadership feels less clear.

- ☐ A. When I need to be more relational or emotionally attuned.
- ☐ B. When I face resistance or conflict.
- ☐ C. When I fast action is required.
- ☐ D. When I don't have time to analyze thoroughly.



PART 2: Authentic Leadership - your leadership in action

Please choose the response that most closely reflects your usual behavior for the following three scenarios.

When I encounter criticism or resistance:

- ☐ A. I stand my ground firmly and consider feedback only if it feels justified.
- ☐ B. I try to de-escalate and show understanding.
- ☐ C. I step back first and reflect quietly.
- ☐ D. I analyze the input and compare it to my values .

When I need to decide without full information:

- ☐ A. I gather input but decide quickly.
- ☐ B. I involve others to find a good-feeling consensus.
- ☐ C. I wait until I see things more clearly.
- ☐ D. I try to gather data and structure my thinking, even under pressure.

When I communicate with my team:

- ☐ A. I say clearly what I expect and why.
- ☐ B. I share my thoughts to create involvement.
- ☐ C. I mostly listen first, then speak.
- ☐ D. I explain my reasoning when I sense others might not understand it.

When values or beliefs are at stake:

- ☐ A. I stand up for my opinion, even if it's uncomfortable.
- ☐ B. I consider how my stance affects others.
- ☐ C. I rely on gut feeling rather than fixed principles.
- ☐ D. I follow my inner compass, even if I don't voice it out loud.



SELF-REVEAL: HOW CLEAR ARE YOU IN YOUR LEADERSHIP ROLE?

NOW!

Use this page to reflect on your own,
based on your answers in Part 1 and Part 2.



PART 1: About your preferred leadership style

How many similar letters did you pick?

A: _____ B: _____ C: _____ D: _____

What do you notice when you compare the responses? (From Part 1)



PART 2: Authentic leadership - your leadership in action

How many similar letters did you pick?

A: _____ B: _____ C: _____ D: _____



Do your letters from Part 1 and Part 2 match?

YES

Write down one
observation that stands out :

NO

Where is the tension
or mismatch in your responses:

Melissa's Input: There is no "right" or "wrong" answer. This reflection is a way to notice your natural tendencies or default approach, especially under pressure or uncertainty. The way you tend to lead tells a story. You may have noticed that each response highlights a recurring theme:

Mostly A:
Action-oriented

Mostly B:
People-focused

Mostly C:
Steady & reflective

Mostly D:
Precise & structured

What area could use more intentionality?

Imagine someone you trust watches you lead. What would you hope
they say about your leadership?

A deeper self-check on
authentic leadership can be
downloaded here:

