

## 4.4 REFLECTION AND ACTION WORKSHEET

### Leadership Styles

#### Reflection

1. As you reflect on the assumptions of Theory X and Theory Y, how would you describe your own philosophy of leadership?
2. Of the three styles of leadership (authoritarian, democratic, and laissez-faire), what style comes easiest for you? Describe how people respond to you when you use this style.
3. One of the aspects of democratic leadership is to help subordinates take responsibility for themselves. How do you assess your own ability to help others help themselves?

#### Action

1. If you were to try to strengthen your philosophy of leadership, what kinds of changes would you have to make in your assumptions about human nature and work?
2. As you look at your results on the Leadership Styles Questionnaire, what scores would you like to change? What would you have to do to make those changes?
3. List three specific activities you could use to improve your leadership style.
4. If you make these changes, what impact will this have on others?