



Adapted from Northouse’s “Leadership: Theory and Practice.” Prepared for client use by Rahim Moosa, Executive Coach.

Leadership Style Self-Reflection & Alignment Activity

Identify your dominant leadership styles using theory-backed insights (based on Northouse’s “Leadership: Theory and Practice”), reflect on how it shows up in your work, and align your approach to your team or organization.

Part 1: Self-Assessment — “My Natural Style”

Rate yourself on each of the following statements:
(1 = Strongly Disagree | 5 = Strongly Agree)

Statement	Theory	Rating (1-5)
I often motivate people by creating a compelling vision.	Transformational	
I adapt my leadership approach depending on the situation.	Situational	
I focus on achieving goals and rewarding performance.	Transactional	
I aim to be transparent and act according to my core values.	Authentic	
I support my team by removing barriers to their success.	Path-Goal	
I enjoy coaching others and helping them grow.	Servant	
I rely on my technical or strategic strengths to lead.	Skills	
People often say I was “born to lead.”	Trait	

Instructions:

Complete the table and highlight your top 2-3 highest rated items. Use these to reflect on your natural leadership style.

Part 2: Coaching Conversation — “Bringing It to Life”

1. Which of these leadership styles felt most natural to you?
2. Have you received feedback that supports your self-assessment?
3. Are there contexts where your dominant style works well or less well?
4. Where might a different leadership style serve you or your team better?

Part 3: Alignment & Intentions — “Stretch & Strength”

Complete the following:

A. One leadership style I want to lean more into is:

_____.

B. One leadership style I may be overusing or should balance is:

_____.

C. One intention or experiment I will try over the next 2 weeks:

_____.

Optional Next Steps

- Share this reflection with your coach.
- Compare this with the leadership diversity in your team.
- Revisit it after a 360-feedback cycle or major leadership challenge.