

# Supervision and Management Styles Assessment

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Using the scale below, indicate how these statements reflect your actions and feelings in your role as a manager or supervisor in an in-person work environment. Results may vary if you primarily work from home.

1 = Seldom    2 = Occasionally    3 = Sometimes    4 = Often    5 = Very Often

- |  |   |
|--|---|
| ___ 1. I tend to spend a lot of time thinking about something before I act.      | ___ 13. I love to spend lots of time thinking about the plan.                                   |
| ___ 2. People seek me out when they need emotional support.                      | ___ 14. I want to know that others feel good about my decision before moving on.                |
| ___ 3. I feel impatient with long conversations about pros and cons.             | ___ 15. I make up my mind quickly.  |
| ___ 4. I don't want to talk about it, I just want to do it.                      | ___ 16. People seek me out when they want to get a task done.                                   |
| ___ 5. I always analyze a situation fully before making a decision.              | ___ 17. I can be counted on to have lots of different ideas.                                    |
| ___ 6. I believe relationships are the most important thing at work.             | ___ 18. I always make sure everyone is heard.   |
| ___ 7. I have strong opinions or convictions.                                    | ___ 19. I get a strong sense of whether I like someone right away.                              |
| ___ 8. I am happiest when I can be doing something.                              | ___ 20. I often feel like others don't do as much as me.  |
| ___ 9. I get excited by thinking up possibilities and dreaming about the future. | ___ 21. People seek me out when they want to think something through.                           |
| ___ 10. I put a lot of effort into making people feel comfortable.               | ___ 22. I can immediately sense how others are feeling in a room.                               |
| ___ 11. People seek me out because I am innovative.                              | ___ 23. I often know what I want to do before I can say why.                                    |
| ___ 12. I like to do lots of different things.                                   | ___ 24. I dislike long conversations about what to do as I don't usually have a strong opinion. |

## Scoring

Write the number you wrote for each question in the blanks below. Total the columns to find your highest score – this is your dominant style or energy. This dominant style may serve as a default in challenging situations because it is where you have natural strengths. However, others have different styles, and this default may become a problem when dealing with them.

Head	Heart	Gut	Feet
1	2	3	4
5	6	7	8
9	10	11	12
13	14	15	16
17	18	19	20
21	22	23	24
TOTAL	TOTAL	TOTAL	TOTAL

*Used with permission*

**Head Personality:** Decisive and frank. Quick to analyze situations and see where things could be improved. Hold high standards for themselves and others. Purposeful and driven.

**Heart Personality:** Warm and friendly. Strive to create harmony. Focused on building and maintaining relationships. Works hard to understand others and make them feel included.

**Gut Personality:** Imaginative and creative. Often come up with original ideas. Enjoying thinking about what is next and what might be possible. Excel at thinking outside the box.

**Feet Personality:** Practical and matter of fact. Reliable. Enjoy the present and look for immediate results. Quick to find cause and effect in practical matters and work towards solutions. Versatile, responsible, and hardworking.