

high-impact assignment myself than turn it over to a group member.		
2.I would prefer the analytical aspects of a manager's job to working directly with group members.	☐	☐
3.An important part of my approach to managing a group is to keep the members informed almost daily of any information that could affect their work.	☐	☐
4.It is a good idea to give two people in the group the same problem and then choose what appears to be the best solution.	☐	☐
5.I like to have updates a few times a day on the work progress of subordinates, even if the update is simply a text message or instant message.	☐	☐
6.I look for opportunities to obtain group input before making a decision, even on straightforward issues.	☐	☐
7.I would reverse a decision if several of the group members presented evidence that I was wrong.	☐	☐
8.Differences of opinion in the work group are healthy.	☐	☐
9.I think that activities to build team spirit, like fixing up a poor family's house on a Saturday, are an excellent investment of time.	☐	☐
10.If my group were hiring a new member, I would like the person to be interviewed by the entire group.	☐	☐
11.An effective team leader today uses e-mail or other digital media for about 98 percent of communication with team members.	☐	☐
12.Some of the best ideas are likely to come from the group members rather than from the manager.	☐	☐
13.If our group were going to have a banquet, I would get input from each member on what type of food should be served.	☐	☐
14.I have never seen a statue of a committee in a museum or park, so why bother making decisions by committee if you want to be recognized?	☐	☐
15.I dislike it intensely when a group member challenges my position on an issue.	☐	☐
16.I typically explain to group members how (what method) they should use to accomplish an assigned task.	☐	☐
17.If I were out of the office for a week, most of the important work in the department would get accomplished anyway.	☐	☐
18.Delegation of important tasks is something that would be (or is) very difficult for me.	☐	☐
19.When a group member comes to me with a problem, I tend to jump right in with a proposed solution.	☐	☐
20.When a group member comes to me with a problem, I typically ask		

that person something like, "What
alternative solutions have you
thought of so far?"