

TEN QUESTION QUIZ ON LEADERSHIP

Here are ten multiple choice and True/False questions on Leadership. The answers are provided at the end of this quiz.

If you want to improve your score, before you take the quiz, we suggest you take a look at the results of the 2007 Annual Employee Survey: <http://www.ita.doc.gov/hrm/documents/aes2007.pdf>.

1. What is the top reason employees leave organizations?
 - a. Increased Pay
 - b. Increased Benefits
 - c. Their Supervisor
 - d. Increased Opportunity

2. Being a lifelong rebel probably will disqualify most would-be leaders.
TRUE () FALSE ()

3. Leadership requires being in charge of something and someone.
TRUE () FALSE ()

4. Which of the following two statements is likely to describe a leader?
 - a. The job of a leader is to set direction, communicate it, motivate people, and keep them psyched when things get rough.
 - b. The job of a leader is to establish rules and procedures for getting things done and putting into place Incentive programs to motivate people.

5. Which of the following statements is FALSE?
Effective leaders are most likely to:
 - a. Make others feel important
 - b. Promote a vision
 - c. Follow the golden rule
 - d. Persuade employees to admit their mistakes
 - e. Criticize others only in private

6. A survey of 1400 executives and leaders found that the number one leadership mistake was:
 - a. Failure to promote talented staff.
 - b. Failure to listen to staff.
 - c. Failure to provide adequate feedback.
 - d. Failure to make decisions.
 - e. Failure to give staff independence to do their job.

7. What is the most critical skill a leader should possess when working with others?
 - a. Vision

- b. Management
- c. Communication/Listening
- d. Problem Solving

8. In a 2008 study of 1,800 leaders, which one management challenge was said to be the most important?
- a. Improving Customer Loyalty
 - b. Reducing Costs
 - c. Increasing Innovation
 - d. Creating an Engaged Workforce
9. One of leadership's roles is to generate high levels of motivation and commitment in the workforce. What percentage of positive responses do you think ITA received on a recent survey when asked how leadership was doing in generating high levels of motivation and commitment in the workforce?
- a. 35%
 - b. 53%
 - c. 62%
 - d. 70%
10. The majority (over 50%) of ITA employees who responded to the Annual Employee Survey say that they are satisfied with their involvement in decisions that affect their work?
TRUE () FALSE ()

ANSWERS

1. Letter C, Their Supervisor
Source: First Break All the Rules by Buckingham, Marcus and Curt Coffman. Gallup Organization
2. FALSE. Actually, a rebellious nature is a good basis for leadership. One of the best ways to inspire followers is to advocate for change, and that usually is something that requires one to think outside the box and to be brave enough to challenge authority. Those who are afraid to challenge the rules, or who won't behave in a way that will risk rejection, are generally not thought of as great leaders. Source: Dr. Joyce Brothers
3. FALSE. It is actually possible to exhibit leadership qualities if you work or operate by yourself, with no responsibility for being in charge and with no employees to manage under you. In other words, you can develop your abilities, attitudes and knowledge without bossing anyone around. Source: Dr. Joyce Brothers
4. Letter A. Letter B is more aptly describes a manager. Source: Entrepreneur.com
5. Letter D, Persuade employees to admit their mistakes. Source: WomenToday Magazine
6. Letter C, Failure to provide adequate feedback. Source: The Ken Blanchard Companies
7. Letter C, Communication/Listening. Source: The Ken Blanchard Companies
8. Letter D, Creating an Engaged Workforce. Source: The Ken Blanchard Companies
9. Letter A, 35%. Source: DOC 2007 Annual Employee Survey results
10. FALSE, Only about 43% of respondents to this question said that they feel satisfied with their involvement in decisions involving their work. Source: DOC 2007 Annual Employee Survey results.
<http://www.ita.doc.gov/hrm/documents/aes2007.pdf>