

### Leadership & Management Style Questionnaire (LMSQ)

My Manager/Supervisor		None of the time	Less than 50% of the time	More than 50% of the time	All the time
1	My manager can be approached when required				
2	Motivates and inspires me and the team I work with				
3	Treats all staff equally, fairly and consistently				
4	Gives encouragement to come up with new ideas for improvement				
5	Welcomes and responds constructively to my ideas				
6	Encourages effective team work				
7	Ensures that we have effective team meetings				
8	Communicates effectively on issues that are relevant to me				
9	Ensures that I have an appraisal at least once a year				
10	Ensure that if development needs are identified on my PDP that agreed support is given				
11	Recognizes and celebrates success and good work				
12	Shows me respect and consideration				
13	Gives credit for good work				
14	Gives support and feedback on work where needed				
15	Delegates effectively				
16	Helps to create a good team working environment				
17	Provides the team with a clear sense of what is expected of them				
18	Involves the team in decision making where appropriate				
19	Encourages good working relationships with other departments				
20	Provides strong and decisive leadership when required				
21	Acts as a good role model				

## **Personal Development Plan arising from the LMSQ**

**1. What do I need to do more of?**

**2. What do I need to stop doing?**

**3. Who can help me?**

**4. What month will I undertake the LMSQ again?**