

Example of leadership style inventory research paper

[Sociology](#), [Communication](#)



My leadership style is democratic because I encourage less control, more empowerment, shared decision-making, and open communication. Because democratic leadership is suitable for groups that work together for extended periods of time and for groups that collaborate with other teams frequently (Marquis & Huston, 2012), it is an excellent form of leadership for hospital system settings. It also encourages individual development, which is important in hospital settings because each nurse should be capable of being a leader to prevent lack of efficiency due to shift managers (Christmas, 2009).

I can use several strengths, which were identified in my inventory results, to employ a democratic leadership style. As a person who shows a creative pattern on the DiSC assessment, conscientiousness is my strongest dimension, which means I make important decisions analytically, but am also capable of making quick decisions. A survey by Kouzes and Posner (2009) revealed that honesty was one of the most important traits people looked for in a leader, followed by looking and planning ahead. According to my inventory results, planning ahead is a strong trait because I only take calculated risks when observing long-term decisions. I also enjoy being in control of the factors that influence the team's performance. According to a study by Azaare and Gross (2011), the nurses prefer leaders who are proactive and independent, rather than their own leaders, who employed intimidation and restrictions to control their employees

However, I need to keep in mind that people who show creative patterns can often experience conflict because of their opposite traits. For example, I can be aggressive and direct when my personal emotions interfere with work,

even though I prefer avoiding conflicts by promoting constructive criticism and communication skills. In the future, I plan on improving my leadership skills by being less diplomatic to improve my tolerance to disagreements. I would also like to lower my standards slightly and place more faith that the team is capable of performing tasks at a high standard, so I can lower my risks of facing a burnout at work.

References

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