

Find Your Leadership Style with ICPF:

Quiz Questions & Leadership Styles in the Corrugated Packaging Industry



Every leader approaches challenges, communication, and teamwork differently. This quiz is designed to help you identify the leadership style that most closely reflects your natural approach as a supervisor. There's no single "right" way to lead, and most leaders use a combination of styles depending on the situation. As you answer each question, think about how you would typically respond in real workplace scenarios. At the end, you'll receive insight into your leadership style, along with strengths to build on and areas to continue developing as a leader. Keep in mind that strong leaders adjust their approach depending on the situation, team, and challenges in front of them.

1. A team member is struggling with a task. What's your first instinct?

- a) Step in quickly and explain exactly what needs to be done
- b) Work with them to help them learn and improve
- c) Ask how they're feeling and what support they need
- d) Give them space to figure it out independently
- e) Remove obstacles that may be making the task harder

**response to
employee
performance**

2. How do you prefer to keep production running smoothly?

- a) Clear rules, structure, and accountability
- b) Continuous training and opportunities for feedback
- c) Strong communication and teamwork
- d) Placing trust in experienced employees to execute their tasks
- e) Making sure the team has the resources they need to succeed

**workflow
management**

3. An employee makes a mistake. How would you respond?

- a) Correct the issue immediately and clarify expectations
- b) Use it as a teaching opportunity for the entire team
- c) Have a supportive conversation to better understand what happened
- d) Encourage the employee to identify a solution to the problem
- e) Ask what support or guidance they may have been missing

**accountability
& corrective
action**

4. What do you think is the most important quality in a leader?

- a) Decisiveness
- b) Teaching others
- c) Clear communication
- d) Trust
- e) Humility

**core
leadership
values**

5. Your team is facing a tight deadline. What is your approach?

- a) Give direct instructions and closely monitor progress
- b) Keep coaching and motivating the team throughout the project
- c) Maintain morale and encourage collaboration between team members
- d) Delegate all responsibilities and trust the team to deliver
- e) Step in wherever is needed to support the team

**leadership
under pressure**

6. How do you prefer to give feedback?

- a) Directly and clearly
- b) Through ongoing conversations and coaching
- c) With positivity and encouragement
- d) Only when necessary to prioritize independence
- e) With empathy and a focus on helping the employee gain confidence

feedback style

7. A new process is introduced in the plant. What's your reaction?

- a) Focus on making sure everyone follows it correctly
- b) Help employees understand why it matters
- c) Encourage open discussion and questions
- d) Assign key responsibilities to trusted team members
- e) Focus on helping the team adapt successfully

**change
management**

8. How would your team most likely describe you?

- a) Organized and firm
- b) A teacher and motivator
- c) Approachable and supportive
- d) Trusting and empowering
- e) Selfless and team-focused

**perceived
leadership
presence**

9. What gives you the most satisfaction as a leader?

- a) Hitting goals and maintaining standards
- b) Seeing employees grow and improve
- c) Building a positive team culture
- d) Watching employees succeed independently
- e) Helping others overcome challenges

**personal
fulfillment**

10. When problems arise, what do you usually do first?

- a) Take charge and create a plan
- b) Talk through solutions with the team
- c) Make sure everyone feels heard
- d) Let employees take the lead in finding solutions
- e) Figure out what the team needs to move forward successfully

**approach to
problem-
solving**

11. A high-performing employee wants more responsibility. What will you do next?

- a) Clearly define expectations and assign specific responsibilities
- b) Mentor them and help them develop new skills
- c) Encourage and support their growth goals
- d) Give them ownership over a project or task
- e) Ask how you can help set them up for success

**employee
development**

12. What do you believe builds the strongest team over time?

- a) Clear standards and accountability
- b) Continuous learning and development
- c) Trust and open communication
- d) Empowerment and ownership
- e) Respect, support, and servant leadership

**team building
& company
culture**

Thank you for your answers! See your results on the next page...



Get Your Results: Leadership Styles

You lead with structure, clarity, and accountability. You thrive in fast-paced environments where expectations and quick decision-making matter. Directing leaders provide clear instructions, establish expectations, and closely guide their teams toward specific outcomes. This style is especially effective in fast-paced environments where safety, quality, and efficiency are critical. Directing leaders create structure and clarity during high-pressure situations, training periods, or when quick decisions are needed.

mostly a's
DIRECTING



strengths:

- Provides clear expectations
- Helps maintain consistency & accountability
- Keeps team focused on goals and deadlines

potential blind spots:

- May unintentionally discourage team input
- Risk of creating dependence over problem solvers
- Employees may hesitate to speak up or share ideas

You focus on developing people and helping employees grow. You see leadership as an opportunity to teach, guide, and build confidence. Coaching leaders focus on developing people while still driving performance. They invest time in teaching, giving feedback, and helping employees grow their skills and confidence. Coaching leaders often ask questions, encourage problem solving, and view mistakes as opportunities for learning and improvement.

mostly b's
COACHING



strengths:

- Develops employee skills and confidence
- Encourages continuous learning and growth
- Builds stronger long-term team performance

potential blind spots:

- Can spend too much time teaching instead of acting
- May overwhelm employees with feedback
- Requires patience and strong communication skills

You prioritize communication, teamwork, and morale. You build trust by creating a positive and collaborative work environment. Supporting leaders prioritize communication, teamwork, and employee engagement. They work to create a positive environment where employees feel heard, respected, and valued. Supporting leaders build trust by listening, encouraging collaboration, and helping teams work through challenges together.

mostly c's
SUPPORTING



strengths:

- Builds strong relationships and trust
- Encourages teamwork and morale
- Employees often feel comfortable sharing concerns or ideas

potential blind spots:

- May avoid difficult conversations or conflict
- Can struggle with enforcing accountability consistently
- Risk of prioritizing harmony over performance

You empower employees through trust and ownership. You believe strong teams perform best when given independence and responsibility. Delegating leaders empower their teams by trusting employees to take ownership of responsibilities and decision-making. Rather than closely managing every task, they provide guidance and allow experienced team members the freedom to perform independently. This style works well with skilled, motivated teams that thrive on autonomy.

mostly d's
DELEGATING



strengths:

- Encourages ownership and accountability
- Builds employee confidence & independence
- Promotes problem solving and initiative

potential blind spots:

- Employees may feel unsupported if guidance is unclear
- Important details can be missed without follow-up
- Newer employees may need additional direction

You lead by supporting others and removing obstacles for your team. You prioritize people, culture, and long-term team success. Servant leaders focus on supporting the success and well-being of their team first. They lead by example, remove obstacles, and prioritize helping employees succeed both personally and professionally. Servant leaders build strong cultures through trust, empathy, humility, and a willingness to support the team wherever needed.

mostly e's
SERVANT



strengths:

- Builds loyalty, trust, and strong team culture
- Employees often feel respected and valued
- Encourages collaboration & long-term engagement

potential blind spots:

- Can take on too much responsibility personally
- Risk of putting team needs ahead of other priorities
- May struggle with setting firm boundaries