
M.A.S.S.

Management Assessment of Style Survey

Understanding management styles is critical to the success of every organization. Based on the Douglas McGregor theories of management style, we look at three styles of management:

- Autocratic
 - The autocratic manager will have a tendency to see things as black or white. This person will tend to focus their time on productivity, instead of relationships.
- Democratic
 - The democratic manager will have a tendency to seek input from coworkers and employees in the decision-making process. Although this person maintains the authority in making decisions, they tend to rely on the creativity of others in that process.
- Laissez-faire
 - The laissez-faire manager will have a tendency to rely on the creativity and motivation of the employees that work for them. This person tends to be very hands-off.

In this evaluation which can be done individually or organizationally, three areas are analyzed:

- The style of management that is being used with an individual
- The style of management that the individual will best respond to
- The style of management that the individual that will use

