

WHICH LEADERSHIP ANIMAL ARE YOU?

A free leadership self-assessment from Animal Instincts

Leadership isn't a personality type.

You don't have to be the loudest person in the room, naturally charismatic, or someone who always has the answers. Different people bring different strengths to leadership.

The animal kingdom provides some fascinating examples of these different leadership qualities.

☐ Empathy	☐ Collaboration	☐ Adaptability
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Discover your strengths.
Recognise your opportunities for growth.
Explore the leader you can become.

HOW TO COMPLETE THE ASSESSMENT

Read each statement and score yourself according to how often it is true of you.

0	1	2	3	4
Never	Rarely	Sometimes	Often	Always

There are 8 statements for each leadership animal. At the end of each section, add your eight scores together and record your total.

Don't worry about trying to get a high score. There are no “good” or “bad” animals. Your results simply highlight different leadership strengths and potential areas for development.

YOUR SEVEN LEADERSHIP ANIMALS

Animal	Leadership quality
☐ Elephant	Empathy
☐ Wolf	Collaboration
☐ Octopus	Adaptability
☐ Raven	Curiosity
☐ Camel	Resilience
☐ Lion	Courage
☐ Tortoise	Quiet leadership

THE ELEPHANT LEADER

Leading with empathy

Key traits: Empathy • Emotional intelligence • Social awareness • Listening • Developing others • Trustworthiness

#	Statement	Score
1	I notice when someone I work with is struggling, even when they don't say so.	—
2	I take time to understand how other people see a situation before deciding what to do.	—
3	People feel that they can come to me when they have a problem or concern.	—
4	I listen carefully without immediately trying to give advice or solve the problem.	—
5	I adapt the way I communicate when I recognise that someone needs a different approach.	—
6	I remember what is important to the people I lead and take an interest in their wellbeing.	—
7	I try to help less-experienced people grow rather than simply doing things for them.	—
8	Even when I disagree with someone, I try to understand and respect their perspective.	—

ELEPHANT TOTAL

_____ / 32

THE WOLF LEADER

Why collaboration beats command

Key traits: Collaboration • Trust • Communication • Teamwork • Inclusion • Shared responsibility

#	Statement	Score
1	I actively seek the ideas and contributions of others before making important decisions.	—
2	I make sure quieter members of a team have opportunities to contribute.	—
3	I am willing to share responsibility rather than feeling that everything depends on me.	—
4	I give credit to others when the team succeeds.	—
5	I encourage people with different strengths to work together.	—
6	I deal with disagreements in a way that seeks understanding rather than victory.	—
7	I trust people with responsibility instead of feeling the need to control everything myself.	—
8	I make the people around me feel that we are working towards something together.	—

WOLF TOTAL

_____ / 32

THE OCTOPUS LEADER

The leadership skill nobody can afford to ignore

Key traits: Adaptability • Resourcefulness • Problem-solving • Creativity • Curiosity • Flexibility

#	Statement	Score
1	When circumstances change, I am willing to change my approach rather than cling to my original plan.	—
2	I remain reasonably calm when unexpected problems arise.	—
3	I look for creative solutions when the obvious solution isn't working.	—
4	I can make progress even when I don't have all the resources or information I would ideally like.	—
5	I am willing to experiment with a different approach when something isn't working.	—
6	I learn from setbacks and use what happened to improve my next attempt.	—
7	I can adjust my priorities when circumstances require it without losing sight of the bigger goal.	—
8	I am curious about new ideas, methods and possibilities, even when they challenge the way I normally do things.	—

OCTOPUS TOTAL

_____ / 32

THE RAVEN LEADER

Why curious leaders outperform know-it-alls

Key traits: Curiosity • Learning • Intelligence • Observation • Self-awareness • Adaptability

#	Statement	Score
1	I ask questions when I don't understand something rather than pretending that I do.	—
2	I actively look for opportunities to learn from people who know more than I do.	—
3	I am willing to change my opinion when new evidence challenges what I previously believed.	—
4	I take time to understand why something happened rather than simply reacting to the result.	—
5	I encourage people around me to question assumptions and suggest better ways of doing things.	—
6	I learn from my mistakes rather than becoming defensive when things go wrong.	—
7	I regularly seek out ideas or perspectives that are different from my own.	—
8	I am more interested in finding the right answer than in proving that my answer was right.	—

RAVEN TOTAL

_____ / 32

THE CAMEL LEADER

What resilience really looks like

Key traits: Resilience • Perseverance • Endurance • Resourcefulness • Patience • Purpose

#	Statement	Score
1	I keep moving towards an important goal even when progress is slow.	—
2	When something goes wrong, I look for a way forward rather than dwelling on the setback.	—
3	I can remain focused during long or difficult periods without losing sight of the bigger picture.	—
4	I make good use of the resources available to me when circumstances are difficult.	—
5	I am prepared to be patient when worthwhile results take time.	—
6	I can maintain hope and perspective when the people around me are becoming discouraged.	—
7	I know when I need to pause, recover or ask for help rather than simply pushing myself harder.	—
8	I draw lessons from difficult experiences that make me better prepared for future challenges.	—

CAMEL TOTAL

_____ / 32

THE LION LEADER

When courage becomes leadership

Key traits: Courage • Confidence • Decisiveness • Vision • Responsibility • Integrity

#	Statement	Score
1	I am willing to make difficult decisions when circumstances require them.	—
2	I speak up when I believe something important needs to be said, even when it is uncomfortable.	—
3	I take responsibility for my decisions rather than blaming others when things go wrong.	—
4	I am prepared to stand up for people or principles that matter to me.	—
5	I can make a decision when necessary without waiting for everyone to agree with me.	—
6	I remain reasonably confident in difficult situations without pretending that I have no doubts.	—
7	I am willing to take a calculated risk when doing so could lead to a worthwhile outcome.	—
8	I use whatever authority or influence I have to serve a worthwhile purpose rather than to make myself look important.	—

LION TOTAL

_____ / 32

THE TORTOISE LEADER

Why quiet leaders can make a difference

Key traits: Humility • Quiet confidence • Patience • Thoughtfulness • Tenacity • Self-awareness • Other-centredness

#	Statement	Score
1	I am comfortable allowing others to take the spotlight when they have something valuable to contribute.	—
2	I think carefully before speaking or acting, particularly when a situation is complicated.	—
3	I can influence people without needing to dominate the conversation.	—
4	I remain committed to something worthwhile even when progress is slow.	—
5	I am comfortable admitting when I don't know something or when I have made a mistake.	—
6	I would rather see the team succeed than receive personal recognition for its success.	—
7	I can remain calm and steady when other people around me are becoming impatient or anxious.	—
8	I use my strengths to help others succeed rather than trying to prove my own worth.	—

TORTOISE TOTAL

_____ / 32

YOUR LEADERSHIP ANIMAL SCORES

Transfer your seven totals to the table below.

Leadership Animal	Your Score	Maximum
☐ Elephant — Empathy	_____	32
☐ Wolf — Collaboration	_____	32
☐ Octopus — Adaptability	_____	32
☐ Raven — Curiosity	_____	32
☐ Camel — Resilience	_____	32
☐ Lion — Courage	_____	32
☐ Tortoise — Quiet Leadership	_____	32

WHAT DO YOUR SCORES MEAN?

Your score doesn't tell you whether you are a “good” or “bad” leader. Instead, it gives you an indication of how strongly each leadership characteristic appears in your current approach to leadership.

26-32	Strong leadership characteristic This appears to be one of your natural leadership strengths. You probably demonstrate this quality consistently and may already be recognised by others for it.
19-25	Developing strength This is a meaningful part of your leadership style. You demonstrate the characteristic regularly, although there may still be opportunities to strengthen it.
11-18	An area for growth You demonstrate this characteristic sometimes, but it may not come naturally to you. Developing this area could broaden your effectiveness as a leader.
0-10	An opportunity to develop This characteristic may currently be less evident in your leadership style. That doesn't mean you cannot develop it. In fact, recognising an area that needs attention is itself an important leadership skill.

YOUR LEADERSHIP PROFILE

Your highest score

This may indicate the leadership quality that comes most naturally to you.

Your lowest score

This may highlight an area where you could benefit from further development.

Two or three high scores

These may combine to create your distinctive leadership style.

And remember: You don't have to be just one animal.

The aim isn't to put yourself in a box. It is to help you recognise the strengths you already possess—and consider the qualities that could make you an even more effective leader.

SO... WHAT IS YOUR LEADERSHIP ANIMAL?

Celebrate your strengths.

Recognise your opportunities for growth.

And keep developing the leader you can become.

Animal Instincts

Discovering wisdom in the natural world and applying it to work, rest, leadership, and daily life.

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