

LEADERSHIP TRAIT QUESTIONNAIRE

Purpose: To obtain an assessment of your own leadership traits.

Instructions: Make five copies of this questionnaire. This questionnaire should be completed by you and five people you know (e.g., roommates, coworkers, relatives, friends). Using the following scale, indicate the degree to which you agree or disagree with each of the 14 statements below regarding the below leader.

Leader's name _____

Key: 1 = Strongly agree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly disagree

1. Articulate: Communicates effectively with others	1	2	3	4	5
2. Perceptive: Is discerning and insightful	1	2	3	4	5
3. Self-confident: Believes in himself/herself and his/her ability	1	2	3	4	5
4. Self-assured: Is secure with self, free of doubts	1	2	3	4	5
5. Persistent: Stays fixed on the goals, despite interference	1	2	3	4	5
6. Determined: Takes a firm stand, acts with certainty	1	2	3	4	5
7. Trustworthy: Is authentic and inspires confidence	1	2	3	4	5
8. Dependable: Is consistent and reliable	1	2	3	4	5
9. Friendly: Shows kindness and warmth	1	2	3	4	5
10. Outgoing: Talks freely, gets along well with others	1	2	3	4	5
11. Conscientious: Is thorough, organized, and controlled	1	2	3	4	5
12. Diligent: Is persistent, hardworking	1	2	3	4	5
13. Sensitive: Shows tolerance, is tactful and sympathetic	1	2	3	4	5
14. Empathic: Understands others, identifies with others	1	2	3	4	5

SCORING

The scores you receive provide information about how you are viewed as a leader. The below chart allows you to see where your perceptions are the same as others and where they differ from others.

1. Enter the responses for Raters 1, 2, 3, 4, and 5 in the appropriate columns followed. The first column provides example ratings to help explain how the questionnaire should be scored.
2. For each of the 14 items, compute the average for the five raters and place that number in the "average rating" column.
3. Place your own scores in the "self" column.

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	RATER 1	RATER 2	RATER 3	RATER 4	RATER 5	AVERAGE RATING	SELF
<i>Example</i>	4	3	5	2	5	3.8	5
Articulate							
Perspective							
Self-confident							
Self-assured							
Persistent							
Determined							
Trustworthy							
Dependable							
Friendly							
Outgoing							
Conscientious							
Diligent							
Sensitive							
Empathic							

SCORING INTERPRETATION

The scores you received on the questionnaire provide information about how you see yourself and how others see you as a leader. The scoring chart allows you to see where your perceptions are congruent with others and where there are discrepancies. Use your scores and start to challenge your behaviors to reach a solid score of 4-5 (on average) from yourself and others.