

Leadership Behavior Questionnaire

Instructions: Read each item carefully and think about how often you (or the person you are evaluating) engage in the described behavior. Indicate your response to each item by circling one of the five numbers to the right of each item.

Key: 1 = Never 2 = Seldom 3 = Occasionally 4 = Often 5 = Always

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| 1. Tells group members what they are supposed to do. | 1 2 3 4 5 |
| 2. Acts friendly with members of the group. | 1 2 3 4 5 |
| 3. Sets standards of performance for group members. | 1 2 3 4 5 |
| 4. Helps others in the group feel comfortable. | 1 2 3 4 5 |
| 5. Makes suggestions about how to solve problems. | 1 2 3 4 5 |
| 6. Responds favorably to suggestions made by others. | 1 2 3 4 5 |
| 7. Makes his or her perspective clear to others. | 1 2 3 4 5 |
| 8. Treats others fairly. | 1 2 3 4 5 |
| 9. Develops a plan of action for the group. | 1 2 3 4 5 |
| 10. Behaves in a predictable manner toward group members. | 1 2 3 4 5 |
| 11. Defines role responsibilities for each group member. | 1 2 3 4 5 |
| 12. Communicates actively with group members. | 1 2 3 4 5 |
| 13. Clarifies his or her own role within the group. | 1 2 3 4 5 |
| 14. Shows concern for the well-being of others. | 1 2 3 4 5 |
| 15. Provides a plan for how the work is to be done. | 1 2 3 4 5 |
| 16. Shows flexibility in making decisions. | 1 2 3 4 5 |
| 17. Provides criteria for what is expected of the group. | 1 2 3 4 5 |
| 18. Discloses thoughts and feelings to group members. | 1 2 3 4 5 |
| 19. Encourages group members to do high-quality work. | 1 2 3 4 5 |
| 20. Helps group members get along with each other. | 1 2 3 4 5 |

Scoring

The Leadership Behavior Questionnaire is designed to measure two major types of leadership behaviors: task and relationship. Score the questionnaire by doing the following: First, sum the responses on the odd-numbered items. This is your task score. Second, sum the responses on the even-numbered items. This is your relationship score.

Total scores: Task _____ Relationship _____