

	No. of Items	Mean (SD)
<b>MLQ leadership styles/factors</b>		
<b>Transformational</b>		
Idealized influence–behaviors	4	2.40 (1.11)
Idealized influence–attributes	4	1.74 (0.72)
Inspirational motivation	4	2.69 (1.01)
Individual consideration	4	2.33 (0.98)
Intellectual stimulation	4	2.24 (1.02)
<b>Transactional</b>		
Contingent reward	4	2.59 (1.04)
Management by exception–active	4	2.19 (0.93)
Management by exception–passive	4	1.53 (0.94)
PA	4	1.43 (0.98)
<b>UWES Subscales</b>		
Vigor	6	3.99 (0.89)
Dedication	5	4.49 (0.95)
Absorption	6	3.65 (0.82)

# Multifactor Leadership Questionnaire 5x Short

**E. H. Kessler, D. J. Wong-Mingji**



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