

MLQ Multifactor Leadership Questionnaire Leader Form (5X-Short)

My Name: Alexandria Gorman Date: _____

Organization ID #: _____ Leader ID #: _____

This questionnaire is to describe your leadership style as you perceive it. Please answer all items on this answer sheet. If an item is irrelevant, or if you are unsure or do not know the answer, leave the answer blank.

Forty-five descriptive statements are listed on the following pages. Judge how frequently each statement fits you. The word "others" may mean your peers, clients, direct reports, supervisors, and/or all of these individuals.

Use the following rating scale:

| Not at all | Once in a while | Sometimes | Fairly often | Frequently, if not always |
|------------|-----------------|-----------|--------------|---------------------------|
| 0 | 1 | 2 | 3 | 4 |

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 1. | I provide others with assistance in exchange for their efforts..... | 0 | 1 | 2 | 3 | 4 |
| 2. | I re-examine critical assumptions to question whether they are appropriate | 0 | 1 | 2 | 3 | 4 |
| 3. | I fail to interfere until problems become serious | 0 | 1 | 2 | 3 | 4 |
| 4. | I focus attention on irregularities, mistakes, exceptions, and deviations from standards..... | 0 | 1 | 2 | 3 | 4 |
| 5. | I avoid getting involved when important issues arise | 0 | 1 | 2 | 3 | 4 |
| 6. | I talk about my most important values and beliefs..... | 0 | 1 | 2 | 3 | 4 |
| 7. | I am absent when needed | 0 | 1 | 2 | 3 | 4 |
| 8. | I seek differing perspectives when solving problems | 0 | 1 | 2 | 3 | 4 |
| 9. | I talk optimistically about the future | 0 | 1 | 2 | 3 | 4 |
| 10. | I instill pride in others for being associated with me | 0 | 1 | 2 | 3 | 4 |
| 11. | I discuss in specific terms who is responsible for achieving performance targets | 0 | 1 | 2 | 3 | 4 |
| 12. | I wait for things to go wrong before taking action | 0 | 1 | 2 | 3 | 4 |
| 13. | I talk enthusiastically about what needs to be accomplished | 0 | 1 | 2 | 3 | 4 |
| 14. | I specify the importance of having a strong sense of purpose | 0 | 1 | 2 | 3 | 4 |
| 15. | I spend time teaching and coaching..... | 0 | 1 | 2 | 3 | 4 |

Manual For The Multifactor Leadership Questionnaire

M Mosston



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