

## Transformational Leadership Survey

This survey is designed to provide you with feedback about your level of preference or comfort with transformational leadership.

Be honest about your choices, as it is a self-assessment tool to learn new leadership skills. Using the scale below, circle the number to the right of each question that you believe comes closest to your level of proficiency and comfort.

**Scale:** 1 = rarely    2 = sometimes    3 = often    4 = almost always

1. I go out of the way to make others feel good to be around me.	1	2	3	4
2. I help others with their self-development.	1	2	3	4
3. I help others to understand my visions using tools, such as images, stories, and models.	1	2	3	4
4. I ensure others get recognition and/or rewards when they achieve difficult or complex goals.	1	2	3	4
5. I let others work in the manner that they want.	1	2	3	4
6. I get things done.	1	2	3	4
7. I have an ever-expanding network of people to trust and rely upon me.	1	2	3	4
8. I provide challenges for my team members to help them grow.	1	2	3	4
9. I use simple words, images, and symbols to convey to others what we should or could be doing.	1	2	3	4
10. I manage others by setting standards that we all agree with.	1	2	3	4
11. I rarely give direction or guidance to others if I sense they can achieve their goal.	1	2	3	4
12. I consistently provide coaching and feedback so that my team members know how they are doing.	1	2	3	4
13. People listen to my ideas and concerns not out of fear, but because of my skills, knowledge, and personality.	1	2	3	4
14. I provide an empathic shoulder when others need help.	1	2	3	4
15. I help others with new ways of looking at new and complex ideas or concepts.	1	2	3	4
16. I ensure poor performance is corrected.	1	2	3	4
17. If things are going smoothly, I am satisfied.	1	2	3	4
18. I monitor all projects that I oversee to ensure the team meets its goals.	1	2	3	4

## Scoring

This survey measures your leadership skills on six factors, charisma, social, vision, transactional, delegation, and execution. Each factor is measured by three questions as shown below. Your score is determined by adding your three scores together for each factor in the chart below. Note that the lowest score you can get for each factor is three while the highest score is 12.

### Strengths and Weakness Chart for Transformational Leadership Factors

Charisma (1, 7, 13)	Total ____
Social (2, 8, 14)	Total ____
Vision (3, 9, 15)	Total ____
Transactional (4, 10, 16)	Total ____
Delegation (5, 11, 17)	Total ____
Execution (6, 12, 18)	Total ____

The highest scoring factors in the chart above are your strong leadership factors, while the lower scoring factors are your weak ones. You should spend some time reflecting and then acting on the factors you score 9 or less on. To help you, look for opportunities to increase your knowledge and skills with the following factors:

**Charisma:** You are a role model that shows true dedication, trust, and respect to others, who in turn, do the same to you.

**Social:** You help others to learn by coaching and mentoring them. You create challenging environments to help them reach their full potential. When others have difficulties, you are not afraid to empathize with them and help guide them.

**Vision:** You provide challenging visions and help people to understand them so that they are motivated to join in.

**Transactional:** You ensure others understand what you expect from them by using mutual agreement. In addition, you ensure that his poor performance does occur, you take action to ensure it does not affect the morale of the team.

**Delegation:** You delegate both the task and the authority to get things accomplished.

**Execution:** While you do delegate as many tasks as possible with the authority to accomplish them, as a good steward of the organization's resources, you do follow up to ensure things are going as planned and employees are not wasting time fighting fires.