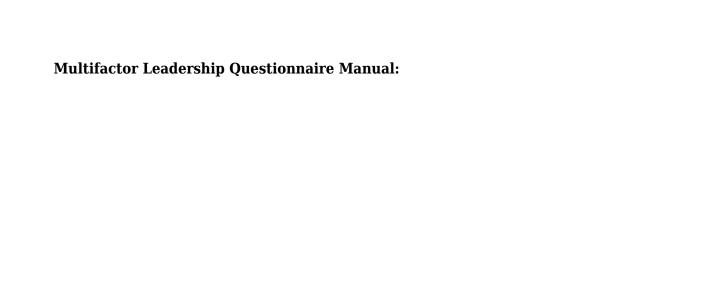
Multifactor Leadership Questionnaire

Instructions: This questionnaire provides a description of your leadership style. Twenty-one descriptive statements are listed below. Judge how frequently each statement fits you. The word "others" may mean your followers, clients, or group members.

KEY: 0 = Not at all 1 = Once in a while 2 = Sometimes 3 = Fairly often 4 = Frequently, if not always I make others feel good to be around me. I express with a few simple words what we could and should do. I enable others to think about old problems in new ways. 1 2 3 4 4 I help others develop themselves 1 2 3 4 I provide appealing images about what we can do. 1 2 3 4 I provide others with new ways of looking at puzzling things. 1 2 3 4 I let others know how I think they are doing. 1 2 3 4 11. I provide recognition/rewards when others reach their goals. 1 2 3 4 15. I help others find meaning in their work. 1 2 3 4 16. I get others to rethink ideas that they had never questioned before. 1 2 3 4 I give personal attention to others who seem rejected. 1 2 3 4 1 2 3 4 18 I call attention to what others can get for what they accomplish. 1.9 20

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