

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

- | | | | | |
|--|---|---|---|---|
| 1. I make others feel good to be around me. | 1 | 2 | 3 | 4 |
| 2. I express with a few simple words what we could and should do. | 1 | 2 | 3 | 4 |
| 3. 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 |
| | | | | |
| 8. I provide appealing images about what we can do. | 1 | 2 | 3 | 4 |
| 9. I provide others with new ways of looking at puzzling things. | 1 | 2 | 3 | 4 |
| 10. 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 |
| 17. I give personal attention to others who seem rejected. | 1 | 2 | 3 | 4 |
| 18. I call attention to what others can get for what they accomplish. | 1 | 2 | 3 | 4 |
| 19. | | | | |
| 20. | | | | |

Multifactor Leadership Questionnaire Manual

Jicheng Xie



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