

Leadership Effectiveness Scale

Instructions This rating form describes 30 practices that are commonly demonstrated by acknowledged leaders. Please read each statement carefully. Then decide the extent to which the person being rated demonstrates that practice. Indicate your decision by checking the appropriate box to the right of each practice.		Usually if not always	Fairly often	Occasionally	Rarely if ever
The person being rated:					
1.	Keeps group members involved				
2.	Expresses thoughts clearly and forcefully				
3.	Speaks well from a platform				
4.	Is a good listener				
5.	Attracts others to want to hear what he/she has to say				
6.	Communicates a sense of "being in charge"				
7.	Encourages upward communication from followers				
8.	Demonstrates compassion for others				
9.	Provides rewards that are important to followers				
10.	Is sensitive to the needs of others				
11.	Attracts others to want to join his/her group				
12.	Has the full backing of those who work under him/her				
13.	Provides enough structure to create a cohesive feeling among his/her subordinates				
14.	Establishes an authority line that is clear, consistent and appropriate for the situation				
15.	Strives to win by allowing subordinates to also win				
16.	Gets tough when necessary				
17.	Is respected by subordinates when authority is used				
18.	Uses the power that he/she has with firmness, but also with sensitivity				
19.	Consults with others before making important decisions				
20.	Has a strong track record for making solid decisions				
21.	Follows a logical pattern for making decisions				
22.	Communicates decisions with pride and decisiveness				
23.	Is able to admit mistakes when he/she makes them				
24.	Faces up to and makes hard decisions				
25.	Gets others caught up in his/her positive force				
26.	Creates an active tempo that others emulate				
27.	Communicates a positive attitude during difficult or tough times				
28.	Always puts his/her best foot forward				
29.	Articulates an aspiring mission for the group				
30.	Generates a feeling of pride and accomplishment in his/her followers				

How Did You Rate?

To calculate your score on the Leadership Effectiveness Scale, assign points as follows:

- 4 points for every "Usually if not always"
- 3 points for every "Fairly often"
- 2 points for every "Occasionally"
- 1 point for every "Rarely if ever"

Record the subtotal of each category in the corresponding section below:

Communicator (Questions 1 – 6)	_____
Mutual Rewarder (Questions 7 – 12)	_____
Power Figure (Questions 13 – 18)	_____
Decision Maker (Questions 19 – 24)	_____
Positive Force (Questions 25 – 30)	_____
 Leadership Effectiveness Total	 _____

Scoring Scale:

105 – 120	Strong Leader
90 – 104	Good Leader
75 – 89	Fair Leader
Under 75	Improvement Needed