

The Leadership Insight Questionnaire

The Leadership Insight Questionnaire is designed to be filled out by individuals who know you well and can evaluate your capacity to lead.

Give this questionnaire to several subordinates and peers who can assess your leadership insight. To guarantee anonymity, you may wish to have a colleague distribute, score, and summarize the results for you. Anonymous, broad-based feedback will assure candor and give you the most accurate insight into your overall capacity to bring out the best in others.

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The Leadership Insight Questionnaire

Instructions: The individual you are evaluating is interested in growing his or her capacity to lead. This leader wants to know how he or she is doing with respect to helping you reach your potential. Based on your experience with him or her, read each item and indicate your level of agreement. Do not spend a great deal of time with any particular item; simply record your first impression. Circle 1 if you strongly disagree, circle 5 if you strongly agree, or circle a 2, 3, or 4 if you are somewhere between strong disagreement and strong agreement.

1C. This leader encourages me to use my strengths.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
2C. This leader values my skill and knowledge.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
3C. This leader provides helpful feedback and instruction that enables me to improve.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
4C. This leader knows my strengths—what I bring to the table.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
5O. This leader believes in my ability to get the job done.	Strongly Disagree	Strongly Agree
	1 2 3	4 5

6O. This leader frames difficulties in the best possible light, looking for the benefit in even the most challenging experience.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
7O. This leader is in my corner, ready to do whatever it takes to help me succeed.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
8O. This leader isn't punitive or blaming when things don't go as planned.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
9M. This leader helps me find meaning in what I do.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
10M. This leader makes sure that I know my team's key values—what's important.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
11M. This leader consistently models important values.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
12M. This leader affirms my contribution.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
13E. This leader gives me autonomy—I'm not micromanaged.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
14E. This leader lets me try new things.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
15E. This leader challenges me.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
16E. This leader trusts me.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
17U. This leader relates well with others.	Strongly Disagree	Strongly Agree
	1 2 3	4 5
18U. This leader expects team members to get along.	Strongly Disagree	Strongly Agree
	1 2 3	4 5

19U. This leader prohibits incivility.	Strongly Disagree	1	2	3	Strongly Agree	4	5
20U. This leader values cooperation over competition.	Strongly Disagree	1	2	3	Strongly Agree	4	5
21P. This leader is upbeat most of the time.	Strongly Disagree	1	2	3	Strongly Agree	4	5
22P. This leader helps me make progress toward important goals.	Strongly Disagree	1	2	3	Strongly Agree	4	5
23P. This leader clearly demonstrates respect for me.	Strongly Disagree	1	2	3	Strongly Agree	4	5
24P. This leader acknowledges and celebrates my accomplishments.	Strongly Disagree	1	2	3	Strongly Agree	4	5

After the questionnaire is returned to you, summarize the results by following the instructions in the form provided below.

The Leadership Insight Questionnaire Summary Form	Subtotals
Competence (sum of items 1C to 4C)	
Optimism & Confidence (sum of items 5O to 8O)	
Meaning & Passion (sum of items 9M to 12M)	
Energy (sum of items 13E to 16E)	
Undivided Attention (sum of items 17U to 20U)	
Positivity (sum of items 21P to 24P)	
TOTAL (sum of the subtotal scores)	

Your total score on this questionnaire will fall between 24 and 120, with 120 suggesting you excel at creating a climate that bringing out the best in others (high LI). Your subtotals on the individual climate characteristics will range from 4 to 20 with 4 representing a weakness and 20 representing a strength. For example, if your score on energy is a 20, this signifies an area in which you are doing well. Conversely, if your score on the meaning & passion dimension is a 5, this is an area where you may want to do some work.