

Leadership Skills Questionnaire

(Adapted from *Leadership, Theory and Practice* by Peter G. Northouse.)

Purpose

1. To identify your leadership skills
2. To provide a profile of your leadership skills showing your strengths and weaknesses.

Directions: Place yourself in the role of program manager when responding to the items below. For each statement below, circle the number that indicates the degree to which you feel the statement is true.

Statements	Not True	Seldom True	Occasionally True	Somewhat True	Very True
1. I am effective with the detailed aspects of my work.	1	2	3	4	5
2. I usually know ahead of time how people will respond to a new idea or proposal.	1	2	3	4	5
3. I am effective at problem solving.	1	2	3	4	5
4. Filling out forms and working with details comes easily for me.	1	2	3	4	5
5. Understanding the social fabric of the program is important to me.	1	2	3	4	5
6. When problems arise, I immediately address them.	1	2	3	4	5
7. Managing people and resources is one of my strengths.	1	2	3	4	5

8. I am able to sense the emotional undercurrents in my group.	1	2	3	4	5
9. Seeing the big picture comes easily for me.	1	2	3	4	5
10. In my work, I enjoy responding to people's requests and concerns.	1	2	3	4	5
11. I use my emotional energy to motivate others.	1	2	3	4	5
12. Making strategic plans for my program appeals to me.	1	2	3	4	5
13. Obtaining and allocating resources is a challenging aspect of my job.	1	2	3	4	5
14. The key to successful conflict resolution is respecting my opponent.	1	2	3	4	5
15. I enjoy discussing our program's values and philosophy.	1	2	3	4	5
16. I am effective at obtaining resources to support our program.	1	2	3	4	5
17. I work hard to find consensus in conflict situations.	1	2	3	4	5

18. I am flexible about making changes in our organization.	1	2	3	4	5
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Scoring:

- 1) Add the responses on items 1, 4, 7, 10, 13, and 16 (administrative skills score)
- 2) Add the responses on items 2, 5, 8, 11, 14, and 17 (interpersonal skills score)

Add the responses on items 3, 6, 9, 12, 15, and 18 (conceptual skills score)

Total Scores:

Administrative Skills: _____

Interpersonal Skills: _____

Conceptual Skills: _____

Scoring Interpretation:

The Leadership Skills Questionnaire is designed to measure three broad types of leadership skills: administrative, interpersonal, and conceptual. By comparing your scores, you can determine where you have leadership strengths and where you have leadership weaknesses.

If your score is 26-30, you are in the very high range.
 If your score is 21-25, you are in the high range.
 If your score is 16-20, you are in the moderate range.

If your score is 11-15, you are in the low range.
 If your score is 6-10, you are in the very low range.