

Sample Items From the Multifactor Leadership Questionnaire (MLQ) Form 5X-Short

These questions provide examples of the items that are used to evaluate leadership style. The MLQ is provided in both Self and Rater forms. The Self form measures self-perception of leadership behaviors. The Rater form is used to measure leadership. By thinking about the leadership styles as exemplified below, you can get a sense of your own belief about your leadership.

Key: 0 = Not at all 1 = Once in a while 2 = Sometimes 3 = Fairly often 4 = Frequently, if not always

Transformational Leadership Styles

Idealized Influence (Attributes)	I go beyond self-interest for the good of the group.	0	1	2	3	4
Idealized Influence (Behaviors)	I consider the moral and ethical consequences of decisions.	0	1	2	3	4
Inspirational Motivation	I talk optimistically about the future.	0	1	2	3	4
Intellectual Stimulation	I reexamine critical assumptions to question whether they are appropriate.	0	1	2	3	4
Individualized Consideration	I help others to develop their strengths.	0	1	2	3	4

Transactional Leadership Styles

Contingent Reward	I make clear what one can expect to receive when performance goals are achieved.	0	1	2	3	4
Management by Exception: Active	I keep track of all mistakes.	0	1	2	3	4

Passive/Avoidant Leadership Styles

Management by Exception: Passive	I wait for things to go wrong before taking action.	0	1	2	3	4
Laissez-Faire	I avoid making decisions.	0	1	2	3	4

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