

Self-Assessment 9-1

Are You More of a Transformational Leader?

Complete the following questions based on how you will act (or have acted) in a typical work or school situation.

Use the following scale:

1 – 2 – 3 – 4 – 5

Disagree Agree

- _____ 1. I enjoy change and see myself as a change agent.
- _____ 2. I am better at inspiring others toward a new future than motivating them to perform their current positions.
- _____ 3. I have/had a vision of how an organization can change for the better.
- _____ 4. I see myself as someone who is comfortable encouraging people to express ideas and opinions that may differ from my own.
- _____ 5. I enjoy taking risks, but I'm not reckless.
- _____ 6. I enjoy spending time developing new solutions to old problems rather than implementing existing solutions.
- _____ 7. I deliberate carefully before acting, I'm not impulsive.
- _____ 8. I like to support change initiatives, even when the idea may not work.

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- _____ 9. I learn from my experience, I don't repeat the same mistakes.
- _____ 10. I believe the effort to change something for the better should be rewarded, even if the final outcome is disappointing.

Add up the numbers on lines 1 – 10 and place your total here on the continuum below.

10 _____ 20 _____ 30 _____ 40 _____ 50

The higher the score, generally, the more you exhibit transformational leader qualities. However, transformational leaders also perform transactional behaviors. It is also generally easier to be transformational at higher levels of leadership than at lower levels.