

LEADERSHIP TRAIT QUESTIONNAIRE (LTQ)

Instructions: The purpose of this questionnaire is to measure personal characteristics of leadership. The questionnaire should be completed by the leader and five people who are familiar with the leader.

For each adjective listed below, indicate the degree to which you think the adjective describes the leader. Please select one of the following responses to indicate the strength of your opinion.

Key: 5 = Strongly agree 4 = Agree 3 = Neutral 2 = Disagree 1 = Strongly disagree

- | | | | | | |
|--|---|---|---|---|---|
| 1. Articulate: Communicates effectively with others | 1 | 2 | 3 | 4 | 5 |
| 2. Perceptive: Discerning and insightful | 1 | 2 | 3 | 4 | 5 |
| 3. Self-confident: Believes in oneself and one's ability | 1 | 2 | 3 | 4 | 5 |
| 4. Self-assured: Secure with self, free of doubts | 1 | 2 | 3 | 4 | 5 |
| 5. Persistent: Stays fixed on the goals despite interference | 1 | 2 | 3 | 4 | 5 |
| 6. Determined: Takes a firm stand, acts with certainty | 1 | 2 | 3 | 4 | 5 |
| 7. Trustworthy: Acts believably, inspires confidence | 1 | 2 | 3 | 4 | 5 |
| 8. Dependable: Is consistent and reliable | 1 | 2 | 3 | 4 | 5 |
| 9. Friendly: Shows kindness and warmth | 1 | 2 | 3 | 4 | 5 |
| 10. Outgoing: Talks freely, gets along well with others | 1 | 2 | 3 | 4 | 5 |

Scoring Interpretation

The scores you received on the LTQ provide information about how you see yourself and how others see you as a leader. The chart allows you to see where your perceptions are the same as those of others and where they differ.

The example below provides hypothetical ratings for the first three characteristics, which help explain how the questionnaire can be used. For example, on the characteristic Articulate, the leader rated himself or herself significantly higher than the observers did. On the second characteristic, Perceptive, the leader rated himself or herself substantially lower than others. On the Self-confident characteristic, the leader was quite close to others' ratings of his or her leadership.

EXAMPLE RATINGS

	R1	R2	R3	R4	R5	AVE	SELF	DIF
1. Articulate	4	3	5	2	5	3.8	5	-1.2
2. Perceptive	3	5	5	5	4	4.4	3	+1.4
3. Self-confident	4	4	5	4	4	4.2	4	+0.2
4. Self-assured								
5. Persistent								
6. Determined								
7. Trustworthy								
8. Dependable								
9. Friendly								
10. Outgoing								
Total								

There are no best ratings on this questionnaire. The purpose of the instrument is to give you a way to assess your strengths and weaknesses and to evaluate areas where your perceptions are congruent with those of others and where there are discrepancies.

