Positive Leadership Inventory

The following questions are intended to explore your thoughts and feelings related to Positive Leadership Capacities.

Please indicate the extent to which you agree with the following statements based on your experience as an organizational manager or leader. Use the given scale from 1 to 5 in responding to each statement, where 1 represents "Least like me", 3 denotes "Somewhat like me" and 5 indicates "Most like me".

1	2	3	4	5
Least like me		Somewhat like me		Most like me

	1	2	3	4	5
1. I notice when team members are preoccupied.					
2. I avoid use of negative and critical language.					
3. I greet people.					
4. I recognize team members' strengths.					
5. I carry out regular one-on-one meetings with team members.					
6. I encourage team members to express concern for others.					
7. I am honest and straightforward.					
8. I support vitality in others.					
9. I am aware of team members' interests.					
10. I hold regular team meetings.					
11. I take responsibility for my mistakes.					
12. I provide feedback on team members' strengths.					
13. I motivate and enthuse others.					
14. I am aware of team members' values.					
15. I clarify individual expectations and roles.					
16. I communicate gratitude to team members.					

	1	2	3	4	5
17. I use active listening skills.					
18. I am open to new ideas.					
19. I explain reasons for decisions.					
20. I support team members' professional growth.					
21. I express forgiveness to others.					
22. I manage conflict in productive ways.					
23. I see beyond roadblocks.					
24. I explain the reasons for specific tasks.					
25. I clarify team expectations and roles.					
26. I encourage team members to restore relationships.					
27. I communicate support to team members.					
28. I promote team members' accomplishments.					
29. I seek input on setting goals.					
30. I support team growth and professional development.					

Scoring Sheet

- Leadership Virtues in Action refer to the capacity for leaders to show gratitude, compassion and forgiveness to team members.
- Positive Communication refers to the capacity of leaders to offer constructive feedback and to manage team relationships in a genuine and positive manner.
- **Energizing Skills** refers to the capacity of leaders to energize team members with enthusiasm, vitality, openness and optimism.
- Motivational Knowledge and Skills refers to the capacity of leaders' to engage knowledge about team members' strengths, interests and values in workplace routines and activities.
- **Operational Tasks** refers to the capacity of leaders to maintain regular contact with team members through individual and team meetings, offering role clarification as needed.

Add the rating scores for each Positive Leadership Capacity	
Leadership Virtues in Action (Statements 1+6+11+16+21+26)=	
Positive Communication (Statements 2+7+12+17+22+27)=	
Energizing Skills (Statements 3+8+13+18+23+28)=	
Motivational Knowledge and Skills (Statements 4+9+14+19+24+29)=	
Operational Tasks (Statements 5+10+15+20+25+30)=	
Once you have calculated your totals, identify which Positive Leadership Capacities are the highest and think about how you apply them in your current work context.	
Based on your ratings, think about Positive Leadership Capacities that you	

might consider further developing or applying in the future.