

Transformational Leader Survey Questions ©  
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Personal Qualities	Reverse	First Person Prompt
1 Service-oriented - 1		I am involved in various community service projects.
1 Service-oriented - 2		I genuinely care about people.
1 Service-oriented - 3		I am committed to making the world a better place.
1 Humility - 1	Yes	I don't take critical feedback very well.
1 Humility - 2		I am able to admit when I've made a mistake.
1 Humility - 3	Yes	I can be condescending toward others.
1 Integrity - 1		I am honest and sincere.
1 Integrity - 2		I always follow through on commitments.
1 Integrity - 3		I have high ethical standards.
1 Self-Awareness - 1		I am confident in my abilities.
1 Self-Awareness - 2		I am aware of my personal weaknesses and shortcomings.
1 Self-Awareness - 3		I know how to manage stress effectively.
<b>Interpersonal Skills</b>		
2 Communication - 1		I communicate in a clear and understandable way.
2 Communication - 2		I listen closely when other people are talking.
2 Communication - 3		I can be very persuasive in group discussions.
2 Conflict Management - 1		I proactively address interpersonal problems before they escalate.
2 Conflict Management - 2	Yes	I try to avoid conflict at all times.
2 Conflict Management - 3		I am able to help people find common ground in an argument.
2 Cultural Sensitivity - 1		I am sensitive to the challenges faced by various racial and ethnic groups.
2 Cultural Sensitivity - 2		I treat all people with respect.
2 Cultural Sensitivity - 3		I like to learn about different cultures.
2 Group Facilitation - 1		I invite others to speak up and share their opinions.
2 Group Facilitation - 2		I appreciate hearing what other people think.
2 Group Facilitation - 3		I try to facilitate positive, team-oriented discussions.
<b>Problem Solving Skills</b>		
3 Problem Analysis - 1		I like to use data to analyze problems.
3 Problem Analysis - 2		I try to understand the root cause of problems.
3 Problem Analysis - 3	Yes	I can react prematurely before thoroughly understanding a situation.
3 Continuous Improvement - 1		I continually strive to improve the community.
3 Continuous Improvement - 2		I like to challenge the way things have always been done.
3 Continuous Improvement - 3		I like to evaluate existing programs to see what can be improved.
3 Shared Decision Making - 1		I am able to see the flaws in various opinions or ideas.
3 Shared Decision Making - 2		I am able to compromise with others when making a decision.
3 Shared Decision Making - 3		I carefully weigh the facts before making a decision.
3 Systems Thinking - 1		I look at potential solutions from multiple angles.
3 Systems Thinking - 2		I try to anticipate how decisions will affect different groups of people.
3 Systems Thinking - 3		I am aware of how different community agencies work together.
<b>Leadership Skills</b>		
4 Consensus Building - 1		I can enlist the help of others to solve community problems.
4 Consensus Building - 2		I have a broad network of colleagues and associates in the community.
4 Consensus Building - 3		I can bring multiple stakeholders together for a common purpose.
4 Execution - 1	Yes	I often put things off until the last minute.
4 Execution - 2		I actively monitor progress and hold others accountable for results.
4 Execution - 3		I am a hard worker and know how to get things done.
4 Inspirational - 1		I have an urgent sense of purpose and mission.
4 Inspirational - 2	Yes	I am not very optimistic or enthusiastic about the future.
4 Inspirational - 3		I know how to inspire others to work hard and do their best.
4 Strategic Planning - 1		I take the time to plan things out carefully.
4 Strategic Planning - 2		I am good at figuring out the best way to accomplish various tasks.
4 Strategic Planning - 3		I give clear directions and reasonable deadlines on tasks.