

Authentic Leadership Self-Assessment Questionnaire

Instructions: This questionnaire contains items about different dimensions of authentic leadership. There are no right or wrong responses, so please answer honestly. Use the following scale when responding to each statement by writing the number from the scale below that you feel most accurately characterizes your response to the statement.

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

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| 1. I can list my three greatest weaknesses. | 1 2 3 4 5 |
| 2. My actions reflect my core values. | 1 2 3 4 5 |
| 3. I seek others' opinions before making up my own mind. | 1 2 3 4 5 |
| 4. I openly share my feelings with others. | 1 2 3 4 5 |
| 5. I can list my three greatest strengths. | 1 2 3 4 5 |
| 6. I do not allow group pressure to control me. | 1 2 3 4 5 |
| 7. I listen closely to the ideas of those who disagree with me. | 1 2 3 4 5 |
| 8. I let others know who I truly am as a person. | 1 2 3 4 5 |
| 9. I seek feedback as a way of understanding who I really am as a person. | 1 2 3 4 5 |
| 10. Other people know where I stand on controversial issues | 1 2 3 4 5 |
| 11. I do not emphasize my own point of view at the expense of others. | 1 2 3 4 5 |
| 12. I rarely present a "false" front to others. | 1 2 3 4 5 |
| 13. I accept the feelings I have about myself. | 1 2 3 4 5 |
| 14. My morals guide what I do as a leader. | 1 2 3 4 5 |
| 15. I listen very carefully to the ideas of others before making decisions. | 1 2 3 4 5 |
| 16. I admit my mistakes to others. | 1 2 3 4 5 |

Scoring

1. Sum the responses on items 1, 5, 9, and 13 (self-awareness).
2. Sum the responses on items 2, 6, 10, and 14 (internalized moral perspective).
3. Sum the responses on items 3, 7, 11, and 15 (balanced processing).
4. Sum the responses on items 4, 8, 12, and 16 (relational transparency).

Total Scores

Self-Awareness: _____
Internalized Moral Perspective: _____
Balanced Processing: _____
Relational Transparency: _____

Scoring Interpretation

This self-assessment questionnaire is designed to measure your authentic leadership by assessing four components of the process: self-awareness, internalized moral perspective, balanced processing, and relational transparency. By comparing your scores on each of these components, you can determine which are your stronger and which are your weaker components in each category. You can interpret your authentic leadership scores using the following guideline: high = 16–20 and low = 15 and below. Scores in the upper range indicate stronger authentic leadership, whereas scores in the lower range indicate weaker authentic leadership.

Authentic Leadership Questionnaire, Authors: Bruce J. Avolio, William L. Gardner, & Fred O. Walumbwa