*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 | 2 = Disagree 3 = Neutral | 4 = Agree | 5 = Strongly |
| disagree |  |  | agree |

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:\_\_\_\_17\_\_\_\_\_\_

Internalized Moral Perspective:\_\_\_\_\_\_\_16\_\_\_

Balanced Processing:\_\_\_\_\_10\_\_\_\_\_\_

Relational Transparency:\_9\_\_\_\_\_\_\_

# 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.

***Reflection:*** Please discuss your results and provide examples of when you have displayed Authentic Leadership qualities.

So for Self – Awareness, I received a score of 17 which come out on the scale as high. When working I usually try to keep a close eye on myself. For instance, weaknesses for me are always easy to notice. Two years ago when working for Boost Mobile cell phones I struggled in selling phones and remembering new promotions. I eventually in a couple of weeks managed to overcome that. Next, Score of 16 for Internalized Moral Perspective which is high. I do sometimes make my issues common, so people will notice, and I don’t like to take pressure from a group of people.

Third , I got a score of 10 which is low for Balanced Processing. I normally don’t listen to the ideas of others. For instance, I was a cashier for two years and coworkers were trying to tell me what and how I should do a certain job. I decided not to listen and did it my own way. My managers were still pleased with the way I did the job and thought my idea was faster.

*Last would be a* Relational Transparency low score of 9. I don’t like to share my mistakes with anyone and everyone. I just feel my business is too personal for every other co-worker to know. Only managers should withhold that information. For instance, I worked as a Teller for Jpmorgan Chase. I was $1,000 dollars short. I informed my manager in a private room and she counted my draw and discovered I ran a check wrong. Two months before when I was $500.00 short , I told my co-worker, she laughed and told everyone else.