

Authentic Leadership Self-Assessment Questionnaire
Created by Walumbwa and associates

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 which you feel most accurately characterizes your response to that 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 <i>not</i> 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).
5. Sum the responses on all items (authentic leadership).

Total Scores

Self-awareness: _____

Internalized Moral Perspective: _____

Balanced Processing: _____

Relational Transparency: _____

Authentic Leadership: _____

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 regard to your overall authentic leadership score. You can interpret your authentic leadership score (the total score) using the following guidelines: very high = 64-80, high = 48-64, low = 32-48, and very low = 16-32. Scores in the upper ranges indicate stronger authentic leadership, whereas scores in the lower ranges indicate weaker authentic leadership.

Northouse, P.G. (2010). *Leadership: Theory and practice*, 5th ed. Thousand Oaks, CA: Sage Publications.