

## Path–Goal Leadership Questionnaire

**Instructions:** This questionnaire contains questions about different styles of path–goal leadership. Indicate how often each statement is true of your own behavior.

Key: 1 = Never 2 = Hardly ever 3 = Seldom 4 = Occasionally 5 = Often  
6 = Usually 7 = Always

1. I let followers know what is expected of them. 1 2 3 4 5 6 7
2. I maintain a friendly working relationship with followers. 1 2 3 4 5 6 7
3. I consult with followers when facing a problem. 1 2 3 4 5 6 7
4. I listen receptively to followers' ideas and suggestions. 1 2 3 4 5 6 7
5. I inform followers about what needs to be done and how it needs to be done. 1 2 3 4 5 6 7
6. I let followers know that I expect them to perform at their highest level. 1 2 3 4 5 6 7
7. I act without consulting my followers. 1 2 3 4 5 6 7
8. I do little things to make it pleasant to be a member of the group. 1 2 3 4 5 6 7
9. I ask followers to follow standard rules and regulations. 1 2 3 4 5 6 7
10. I set goals for followers' performance that are quite challenging. 1 2 3 4 5 6 7
11. I say things that hurt followers' personal feelings. 1 2 3 4 5 6 7
12. I ask for suggestions from followers concerning how to carry out assignments. 1 2 3 4 5 6 7
13. I encourage continual improvement in followers' performance. 1 2 3 4 5 6 7
14. I explain the level of performance that is expected of followers. 1 2 3 4 5 6 7
15. I help followers overcome problems that stop them from carrying out their tasks. 1 2 3 4 5 6 7
16. I show that I have doubts about followers' ability to meet most objectives. 1 2 3 4 5 6 7
17. I ask followers for suggestions on what assignments should be made. 1 2 3 4 5 6 7
18. I give vague explanations of what is expected of followers on the job. 1 2 3 4 5 6 7
19. I consistently set challenging goals for followers to attain. 1 2 3 4 5 6 7
20. I behave in a manner that is thoughtful of followers' personal needs. 1 2 3 4 5 6 7

### Scoring

1. Reverse the scores for Items 7, 11, 16, and 18.
2. Directive style: Sum of scores on Items 1, 5, 9, 14, and 18.
3. Supportive style: Sum of scores on Items 2, 8, 11, 15, and 20.
4. Participative style: Sum of scores on Items 3, 4, 7, 12, and 17.
5. Achievement-oriented style: Sum of scores on Items 6, 10, 13, 16, and 19.

### Scoring Interpretation

- Directive style: A common score is 23, scores above 28 are considered high, and scores below 18 are considered low.
- Supportive style: A common score is 28, scores above 33 are considered high, and scores below 23 are considered low.
- Participative style: A common score is 21, scores above 26 are considered high, and scores below 16 are considered low.
- Achievement-oriented style: A common score is 19, scores above 24 are considered high, and scores below 14 are considered low.

The scores you received on the Path–Goal Leadership Questionnaire provide information about which styles of leadership you use most often and which you use less often. In addition, you can use these scores to assess your use of each style relative to your use of the other styles.

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SOURCES: Adapted from *A Path–Goal Theory Investigation of Superior–Subordinate Relationships*, by J. Indvik, unpublished doctoral dissertation, University of Wisconsin–Madison, 1985; and Indvik (1988). Based on the work of House and Dessler (1974) and House (1977) cited in Fulk and Wendler (1982). Used by permission.