

Application

7.3 Leadership Vision Questionnaire

Purpose

1. To assess your ability to create a vision for a group or an organization
2. To help you understand how visions are formed

Directions

1. Think for a moment of a work, school, social, religious, musical, or athletic organization of which you are a member. Now, think what you would do if you were the leader and you had to create a vision for the group or organization. Keep this vision in mind as you complete the exercise.
2. Using the following scale, circle the number that indicates the degree to which you agree or disagree with each statement.

| Statements | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-------------------|----------|---------|-------|----------------|
| 1. I have a mental picture of what would make our group better. | 1 | 2 | 3 | 4 | 5 |
| 2. I can imagine several changes that would improve our group. | 1 | 2 | 3 | 4 | 5 |
| 3. I have a vision for what would make our organization stronger. | 1 | 2 | 3 | 4 | 5 |
| 4. I know how we could change the status quo to make things better. | 1 | 2 | 3 | 4 | 5 |
| 5. It is clear to me what steps we need to take to improve our organization. | 1 | 2 | 3 | 4 | 5 |
| 6. I have a clear picture of what needs to be done in our organization to achieve a higher standard of excellence. | 1 | 2 | 3 | 4 | 5 |

| Statements | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|--|-------------------|----------|---------|-------|----------------|
| 7. I have a clear picture in my mind of what this organization should look like in the future. | 1 | 2 | 3 | 4 | 5 |
| 8. It is clear to me what core values, if emphasized, would improve our organization. | 1 | 2 | 3 | 4 | 5 |
| 9. I can identify challenging goals that should be emphasized in my group. | 1 | 2 | 3 | 4 | 5 |
| 10. I can imagine several things that would inspire my group to perform better. | 1 | 2 | 3 | 4 | 5 |

Scoring

Sum the numbers you circled on the questionnaire (visioning ability skill).

Total Score

Visioning ability skill: _____

Scoring Interpretation

The Leadership Vision Questionnaire is designed to measure your ability to create a vision as a leader.

If your score is 41–50, you are in the very high range.

If your score is 31–40, you are in the high range.

If your score is 21–30, you are in the moderate range.

If your score is 10–20, you are in the low range.