

Application

8.3 Group Leadership Questionnaire

Purpose

1. To explore how you, as a leader, respond to members of your group
2. To obtain an assessment of the relative importance you give to different components of group leadership

Directions

1. Think of yourself as a group leader in responding to this questionnaire.
2. For each of the following statements, circle the number that indicates the degree to which you agree or disagree.

As a leader:

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I am bothered when group members bring up unusual ideas that hinder or block group progress.	1	2	3	4	5
2. Helping people feel comfortable while working in their groups is especially important to me.	1	2	3	4	5
3. I help group members know their individual roles in order to reduce disorganization and uncertainty in the group.	1	2	3	4	5
4. I make it a high priority to encourage withdrawn members to become involved in the group.	1	2	3	4	5
5. I let group members deal with their own disagreements when they occur.	1	2	3	4	5

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
6. I focus on bringing out the best talents and abilities of group members.	1	2	3	4	5
7. I help group members see the value of working in teams.	1	2	3	4	5
8. I try to create a positive group atmosphere when people disagree with each other.	1	2	3	4	5
9. Trying to reach consensus (complete agreement) among group members is often a waste of my time.	1	2	3	4	5
10. I spend time helping each group member know their roles and responsibilities.	1	2	3	4	5
11. Trying to help people feel positive about attending group meetings is a high priority to me.	1	2	3	4	5
12. Making sure the goals of the group are clear to members is important to me.	1	2	3	4	5
13. A major purpose of leading groups is trying to understand and shape group norms.	1	2	3	4	5

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
14. Setting standards of excellence in group work is an important part of my role.	1	2	3	4	5
15. A major responsibility of my leadership is to help group members work with each other.	1	2	3	4	5
16. I consistently stress the specific outcomes that I expect my group to accomplish.	1	2	3	4	5
17. Identifying the purpose of group meetings is often a waste of time.	1	2	3	4	5
18. Providing an agenda for group meetings is a high priority for me.	1	2	3	4	5
19. I try to allow others to share in the leadership responsibilities.	1	2	3	4	5
20. Helping everyone feel part of the group is a central focus of my leadership.	1	2	3	4	5
21. It is not important to help group members develop group norms.	1	2	3	4	5
22. I clearly state the specific expectations for group members.	1	2	3	4	5

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
23. When groups develop bad habits, I do not try to change them.	1	2	3	4	5
24. Trying to create positive group norms is a major aspect of leading groups.	1	2	3	4	5
25. Having good relationships with group members is important to me.	1	2	3	4	5
26. It is essential for me to emphasize the overall mission of the group.	1	2	3	4	5
27. I make a practice of rewarding group members whose performance meets group expectations.	1	2	3	4	5
28. When group members feel left out, it is usually their own fault.	1	2	3	4	5

Scoring

- Reverse the score value of your responses on items 1, 5, 9, 14, 17, and 21 (i.e., change 1 to 5, 2 to 4, 4 to 2, and 5 to 1, with 3 remaining unchanged).
- Sum the score values of all the numbered items including the converted values items. This total is your group leadership score.

Total Score

Group leadership score: _____

Scoring Interpretation

This questionnaire is designed to measure your leadership style and effectiveness in leading a variety of small groups. A higher score on the questionnaire indicates that you are likely to be a very effective group leader and suggests that as a leader, you try to help individuals feel included and a part of the whole group. You are likely to listen to people with different points of view and to know that hearing a minority position can be of value to the success of the group. You are most likely concerned about creating a positive climate for a group and a place where group members most likely would feel appreciated. As a group leader, you most likely would clarify group member roles, clarify the goals of the group, and help group members develop productive group habits. Above all, you try to help the group work together as a team, and you stress standards of excellence.

If your score is 118–140, you are in the very high range.

If your score is 96–117, you are in the high range.

If your score is 73–95, you are in the moderate range.

If your score is 51–72, you are in the low range.

If your score is 28–50, you are in the very low range.