

13.3 Path–Goal Styles Questionnaire

Purpose

1. To identify your path–goal styles of leadership
2. To examine how your use of each style relates to other styles of leadership

Directions

1. For each of the following statements, circle the number that indicates the frequency with which you engage in the expressed behavior.
2. Give your immediate impressions. There are no right or wrong answers.

When I am the leader . . .	Never	Seldom	Sometimes	Often	Always
1. I give clear explanations of what is expected of others.	1	2	3	4	5
2. I show interest in followers' personal concerns.	1	2	3	4	5
3. I invite followers to participate in decision making.	1	2	3	4	5
4. I challenge followers to continuously improve their work performance.	1	2	3	4	5
5. I give followers explicit instructions for how to do their work.	1	2	3	4	5
6. I show concern for the personal well-being of my followers.	1	2	3	4	5
7. I solicit followers' suggestions before making a decision.	1	2	3	4	5
8. I encourage followers to consistently raise their own standards of performance.	1	2	3	4	5
9. I give clear directions to others for how to proceed on a project.	1	2	3	4	5

When I am the leader . . .	Never	Seldom	Sometimes	Often	Always
10. I listen to others and give them encouragement.	1	2	3	4	5
11. I am receptive to ideas and advice from others.	1	2	3	4	5
12. I expect followers to excel in all aspects of their work.	1	2	3	4	5

Scoring

1. Sum the responses on items 1, 5, and 9 (directive leadership).
2. Sum the responses on items 2, 6, and 10 (supportive leadership).
3. Sum the responses on items 3, 7, and 11 (participative leadership).
4. Sum the responses on items 4, 8, and 12 (achievement-oriented leadership).

Total Scores

Directive leadership: _____

Supportive leadership: _____

Participative leadership: _____

Achievement-oriented leadership: _____

Scoring Interpretation

This questionnaire is designed to measure four types of path-goal leadership: directive, supportive, participative, and achievement-oriented. By comparing your scores on each of the four styles, you can determine which style is your strongest and which is your weakest. For example, if your scores were directive leadership = 21, supportive leadership = 10, participative leadership = 19, and achievement-oriented leadership = 7, your strengths would be directive and participative leadership, and your weaknesses would be supportive and achievement-oriented leadership. While this questionnaire measures your dominant styles, it also indicates the styles you may want to strengthen or improve.

If your score is 13–15, you are in the high range.

If your score is 6–12, you are in the moderate range.

If your score is 3–5, you are in the low range.