

LEADERSHIP TRAIT QUESTIONNAIRE

Instructions: In each section, place an "X" next to all items that you would say describe you. Remember, you are looking for things you do consistently. Each section has 10 items.

SECTION A

1. I enjoy making decisions.	
2. Making decisions is easy and natural for me.	
3. I explore new ideas on a regular basis.	
4. I love to learn.	
5. I am a good student.	
6. I tend to take the devil's advocate position.	
7. I love playing and winning games.	
8. I have a strong sense of what is right and wrong.	
9. What I think matters.	
10. I engage in conversations to ask questions, or to agree.	
TALLY	
❖	
❖	
TOTAL FOR SECTION A	

SECTION C

1. I am the master of my fate.	
2. I focus on tasks completed, more than your feelings.	
3. I celebrate when I have just reached a goal.	
4. I love clear beginnings and ends to projects.	
5. I offer advice to people on how to do things better.	
6. People tell me I am a perfectionist.	
7. If a job needs to be done, it should be done right.	
8. I work well to deadlines.	
9. I have won awards and acclaim for my achievements.	
10. What I do, and doing it well, matters.	
Tally	
❖	
❖	
TOTAL FOR SECTION C	

SECTION T

1. My friends tell me I am a good listener.	
2. My behaviors, values and beliefs are consistent.	
3. I respect my own and other people's knowledge, skills, and judgments.	
4. No matter what, I am myself.	
5. I share information so people can make good decisions.	
6. I tell the truth.	
7. I keep my word. If I say I will do it, I do it.	
8. I do not gossip or disclose confidences.	
9. My feelings and your feelings matter.	
10. I give and receive both positive and constructive feedback well.	
TALLY	
❖	
Additional points for Competence-based	
❖	
❖	
❖	
Additional points for Character-based	
❖	
Additional points for Communication-based	
TOTAL FOR SECTION T	

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Scoring and Interpretation

Tally the number of items you selected in Section A. This is your **Authority** quotient, *the propensity to seek and use your decision-making ability and position power*. The most important items in this section are numbers 1 and 9. If you selected either/both of those items give yourself 10 extra points. This greatly boosts your leadership potential. There's a maximum total of 30 points.

Tally the items you selected in Section C. This is your **Competence** quotient, *the propensity to seek out and complete tasks to (your) high standards*. If you selected items 9 or 10 give yourself 10 extra points. There's a maximum total of 30 points.

Tally the items you selected in Section T. This is your **Trust** quotient, *the propensity to relate to others in ways that gain their confidence*. There are three aspects to trust.

Competence-Based Trust

Degree to which you respect and have confidence in another person's knowledge, skills, abilities, and judgments...whether you believe this person can carry out their work duties competently. If you selected #3, give yourself an extra 4-points for competence-based trust. Competence-based trust is the often the easiest form of trust to give and receive.

Character-based Trust; (aka Contractual-Based Trust in legal literature)

This deals with whether you see yourself as *a person of good character, virtuous, willing to do your best, to keep your word, to fulfill your promises, to carry out agreements, to act with integrity, and to do so in ways consistent with your values*. If you selected items #2, 4, 6 and 7 give yourself 2 points for each of them – for a maximum total of 8 pts for contractual-based trust. For many people contractual-based trust is the most important and most difficult aspect of trust.

Communication-Based Trust (most in your control to be trust worthy)

Degree to which you are willing to share information, to share difficult truths with people, to disclose things that are important to you, to give and accept feedback (positive and constructive), and to maintain confidentiality. Give yourself 4 points if you selected items 8 and 10, for a total of 8 extra points for communication-based trust. **Total possible for Trust is 10+4+8+4 = 30 points.**

Notes:

- Trust is a verb (actions) and a noun (result).
- Trust is a relational construct, particularly important when there's interdependence.
- Trust is a decision – and re-decision. And involves risk.
- Trust's opposite, betrayal, is an actual or perceived violation of your VABE's – Values, Assumptions, Beliefs and Expectations. Can be minor or major / intentional of unintentional, a real or psychological contract.
- The fastest way to lose trust is to be, or be perceived as being unfair.
- The fastest way to gain trust is to give it – to trust another.