

Leadership Practices Inventory (LPI)

On the next two pages are 30 statements describing various leadership behaviours.

Please read each carefully. Then look at the rating scale and decide how frequently you engage in the behaviour described.

Here's the rating scale that you'll be using:

1 = Almost Never, 2 = Rarely, 3 = Seldom, 4 = Once in a While, 5 = Occasionally,
6 = Sometimes, 7 = Fairly Often, 8 = Usually, 9 = Very Frequently, 10 = Almost Always

In selecting each response be realistic about the extent to which you actually engage in the behaviour. Do not answer in terms of how you would like to see yourself or in terms of what you should be doing. Answer in terms of how you typically behave—on most days, on most projects, and with most people. If your leadership role is in church reflect on the way you work with or minister with others. If in the classroom or school think about how you behave with your colleagues and students. If you work in reform initiatives at the district, regional or state levels, think about how you behave in this role. Your responses will be kept confidential.

For each statement, decide on a rating and record it in the blank to the left of the statement.

To what extent do you engage in the following behaviours? Choose the number that best applies to each statement and record it in the box to the left of the statement.

	1. I seek out challenging opportunities that test my own skills and abilities.
	2. I talk about future trends that will influence how our work gets done.
	3. I develop cooperative relationships among people I work with.
	4. I set a personal example of what I expect from others.
	5. I praise people for a job well done.
	6. I challenge people to try out new and innovative approaches to their work.
	7. I describe a compelling image of what our future could be like.
	8. I actively listen to diverse points of view.
	9. I spend time and energy on making certain that the people I work with adhere to the principles and standards that we have agreed on.
	10. I make it a point to let people know about my confidence in their abilities.
	11. I search outside the formal boundaries of my organisation for innovative ways to improve what we do.
	12. I appeal to other to share an exciting dream of the future.
	13. I treat others with dignity and respect.
	14. I follow through on the promises and commitments that I make.
	15. I make sure that people are creatively rewarded for their contributions to the success of our projects.
	16. I ask what can we learn when things do not go as expected.
	17. I show others how their long-term interests can be realised by enlisting in a common vision
	18. I support the decision that people make on their own
	19. I am clear about my philosophy of leadership.
	20. I publicly recognise people who exemplify a commitment to shared values.

	21. I experiment and take risks even when there is a chance of failure.
	22. I am contagiously enthusiastic and positive about future possibilities.
	23. I give people a great deal of freedom and choice in deciding how to do their work.
	24. I make certain that we set achievable goals, make concrete plans and establish measurable milestones for the projects and programs that we work on.
	25. I find ways to celebrate accomplishments.
	26. I take the initiative to overcome obstacle even when outcomes are uncertain.
	27. I speak with genuine conviction about the higher meaning and purpose of our work.
	28. I ensure that people grow in their roles by learning new skills and developing themselves.
	29. I make progress toward goals one step at a time.
	30. I give my co-workers lots of appreciation and support for their contributions.

Your job title:

Name:

Date:

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Scoring Key:

Transfer the “rating number” from each box on the previous page to the corresponding place and then subtotal the rows at the end. The total for each section goes **above** the subtotals.

Practice #1: Model the Way (Leading with integrity)				Tot
Commitment #1: Find Your voice by clarifying your personal values	4	9	14	Sub
Commitment #2: Set the example by aligning actions with shared values	19	24	29	Sub
Practice #2: Inspire a Shared Vision (Sharing vision)				Tot
Commitment #3: Envision the future by imagining exciting and ennobling possibilities	2	7	12	Sub
Commitment #4: Enlist others in a common vision by appealing to shared aspirations	17	22	27	Sub
Practice #3: Challenge the Process (Leading change)				Tot
Commitment #5: Search for opportunities by seeking innovative ways to change, grow, and improve.	1	6	11	Sub
Commitment #6: Experiment and take risks by constantly making small positive changes and learning from mistakes	16	21	26	Sub
Practice #4: Enable Others to Act (Empowering and delegating)				Tot
Commitment #7: Foster collaboration by promoting cooperative goals and building trust.	3	8	13	Sub
Commitment #8: Strengthen others by sharing power and decision making.	18	23	28	Sub
Practice #5: Encourage the Heart (Team leading and encouraging)				Tot
Commitment #9: Recognise contributions by showing appreciation for individual work and excellence.	5	10	15	Sub
Commitment #10: Celebrate the steps forward and lived out values within an intentional team community.	20	25	30	Sub

Place your self reflection assessment (for the five practices) on the grid below:

