

Self-Report TL Measure

Instructions. On a scale of 1-5 (1 = not at all true of me; 5 = very true of me), give yourself a rating on each of the items. High scores suggest good levels of each of the “4 I’s.” Lower scores suggest areas for improvement.

Assessing Inspirational Motivation

1. Would your teachers and staff say that you bring positive energy to work?
2. Are you able to boost team members’ self-confidence?
3. Would team members tell you that your enthusiasm is infectious?
4. Do you work hard to provide team members with an inspirational vision?
5. Do others regularly look to you for direction?

Assessing Idealized Influence (Leader Role Model)

1. My team members would be surprised if I did something inconsistent with our shared mission and values.
2. Team members and others (parents, district officials) know what I stand for.
3. I would never require a team member to do something that I wouldn’t do myself.
4. My teachers would report that they respect and admire my leadership style.
5. I try to set a positive example by always working hard.

Assessing Individualized Consideration (Making Connections & Developing Leader-Team Member Relationships)

1. My teachers and staff would say that I am a good mentor.
2. My teachers and staff would say that I am very attentive to their individual needs and concerns.
3. I spend a great deal of time getting to know each of my team members.
4. My team members would say that I create a supportive environment.
5. My team members would agree that I know them personally.

Assessing Intellectual Stimulation (Challenging Team Members Effectively)

1. I want my team members to be creative.
2. I value everyone’s contributions to help me with my thinking and decision making.
3. My team members would agree that I challenge them to think creatively when solving problems.
4. When it comes to my role as principal, most would agree that I encourage innovation.
5. (I hate to admit it, but I wish my team members would just do what I tell them to do.)*

*the last item is reverse-scored (1=5, 2=4, etc.).