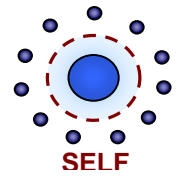


# Multifactor Leadership Questionnaire

## Abridged Self Rating Report

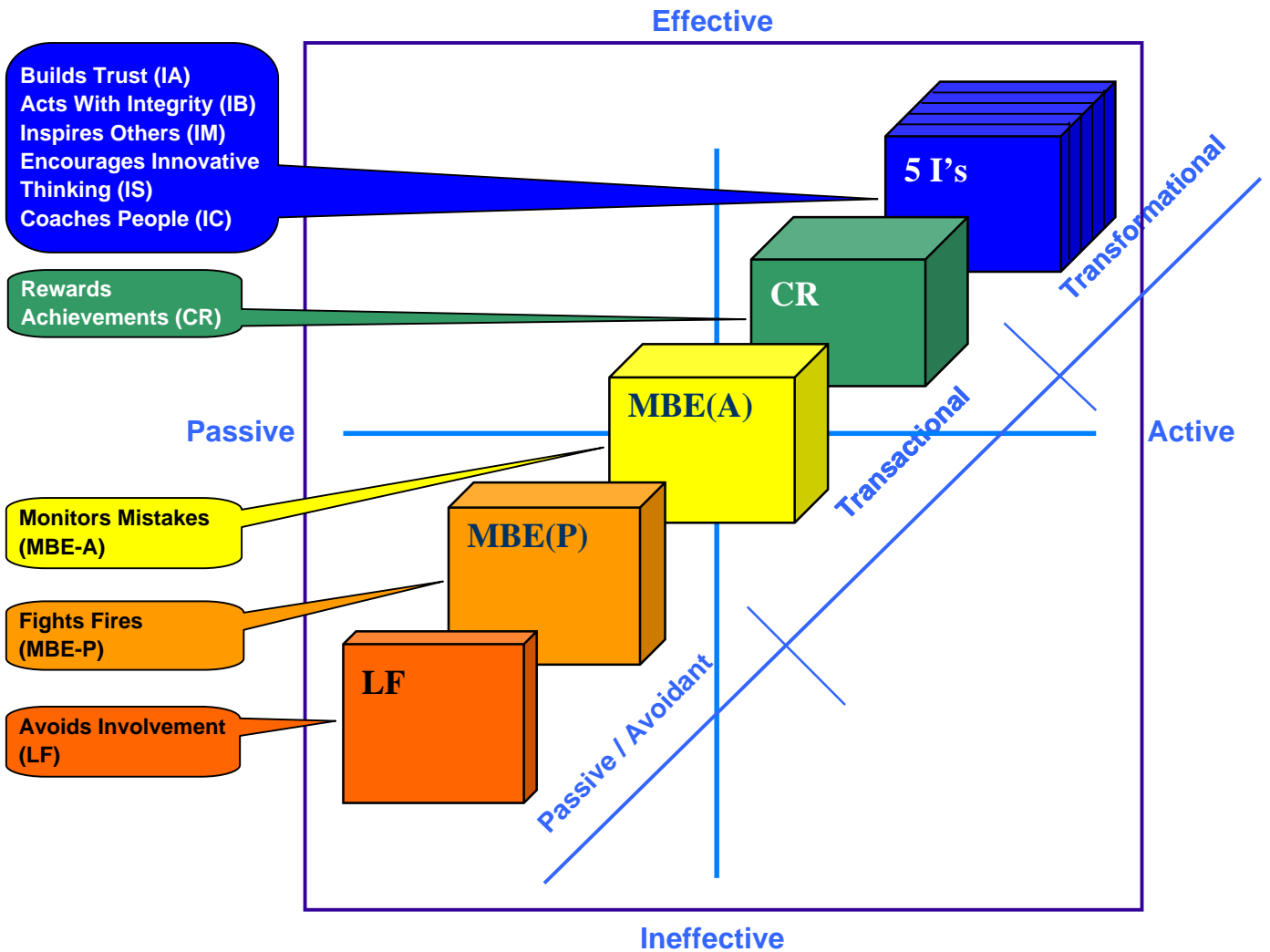
Bernard M. Bass and Bruce J. Avolio



Prepared for

### Sample Self

2006



**Profiled against a full range of leadership styles**



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# Extract of the MLQ Self Report

The MLQ Self Report has 12 pages.

It covers the areas listed in the contents list provided below.

The three sample pages provided in this extract are highlighted.



## MLQ Self Report Contents:

- **Abridged Self Rating Report: Overview of the Model (front page) \***
- The Full Range Leadership Model
  - Transformational
  - Transactional
  - Passive / Avoidant
  - Outcomes of Leadership
- Your Leadership Development Plan
- Preparing to Read Your Report
- **Your Full Range Leadership Profile \***
- Your Transformational Strengths: Behaviour items identified
- Your Transformational Areas for Development: Behaviour items identified
- Your Non-Transformational Leadership Styles: Areas for Development
- Complete Reporting of All Responses

**\* Extract provided with this Sample Report.**

## Key Features

This is an easy to implement self-rating report using the reliable Full Range Leadership Assessment Scale (MLQ).

The Leader is also asked to estimate how others might see their behaviours on these key criteria that make a difference to outcomes for followers and associates.

A useful report to introduce the Full Range Leadership Model. It can lead on to a Full MLQ 360, where this is deemed appropriate.

# Your Full-Range Leadership Profile

## Transformational Leadership

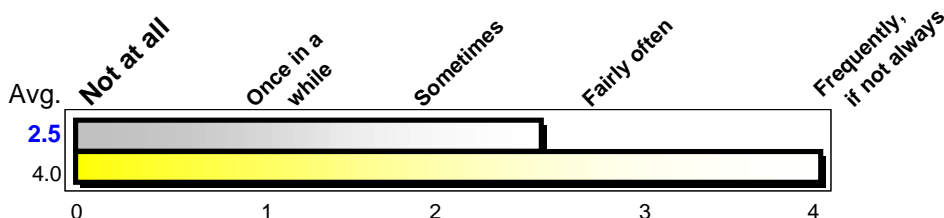
The graphs below show your self-ratings for **Transformational** Leadership. They also show how you perceived others would see your leadership style based on a sample question for each leadership style \*. See \*\* for details regarding zero or blank scores.

Research Validated Benchmark >3.0 to <3.75

**Benchmark**

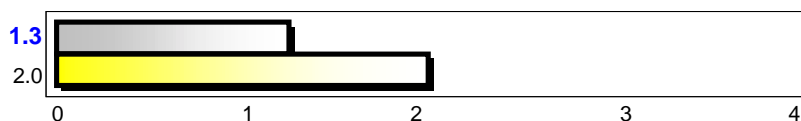
### Builds Trust (IA) - Self

How you think others would rate you



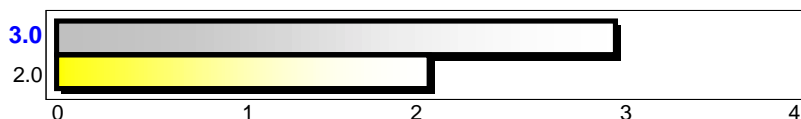
### Acts With Integrity (IB) - Self

How you think others would rate you



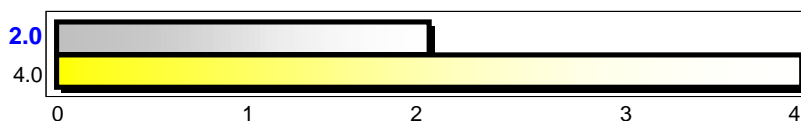
### Inspires Others (IM) - Self

How you think others would rate you



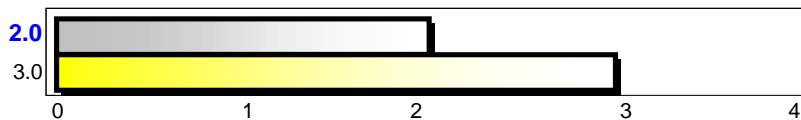
### Encourages Innovative Thinking (IS) - Self

How you think others would rate you



### Coaches People (IC) - Self

How you think others would rate you



## Transactional Leadership

The graphs below show your self-ratings for **Transactional** Leadership. They also show how you perceived others would see your leadership style based on a sample question for each leadership style.\*

Research Validated Benchmark

2-3

**Benchmark**

### Rewards Achievements (CR) - Self

How you think others would rate you



Research Validated Benchmark

1-2

**Benchmark**

### Monitors Mistakes (MBEA) - Self

How you think others would rate you



# Your Full-Range Leadership Profile

## Passive / Avoidant Behaviour

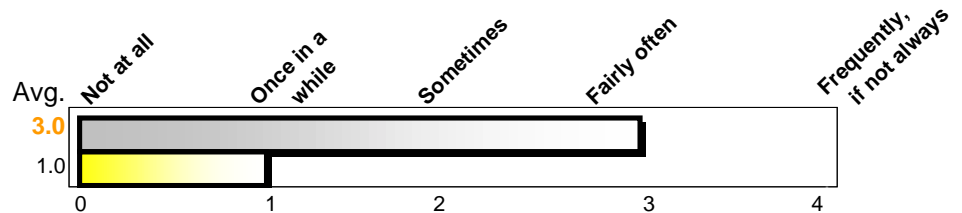
The graphs below show your self-ratings for **Passive - Avoidant** Leadership. They also show how you perceived others would see your leadership style based on a sample question for each leadership style.\*

Research Validated Benchmark

0-1 **Benchmark**

### Fights Fires (MBEP) - Self

How you think others would rate you

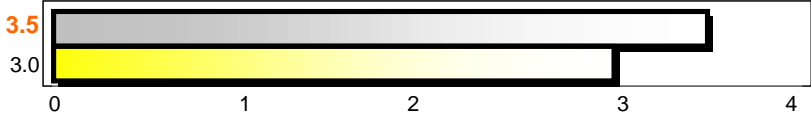


Research Validated Benchmark

0-1 **Benchmark**

### Avoids Involvement (LF) - Self

How you think others would rate you



## The effects of your leadership profile

The graphs below show your self-ratings for the outcomes of your Leadership style on followers and associates. They also show how you perceived others would see the outcomes of your leadership style based on a sample question for each outcome.\*

### Extra Effort - Self

How you think others would rate you



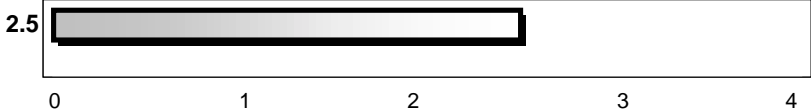
### Effectiveness - Self

How you think others would rate you



### Satisfaction - Self

How you think others would rate you



The most effective leaders achieve all rater averages outcomes in excess of 3.5

\* Note: The full MLQ 360 Multi-rater Report provides accurate information about the perception others have of your leadership styles with them over time.

\*\* Note: Your responses regarding how you think others would rate you - A zero score is displayed next to the graph as zero. When no response is entered for a question, the average score will be blank. In both cases there will be no bar graph shown.