

# Multifactor Leadership 1

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**(Rater Form- 5X- Short Form)**

Date: .....

There are 45 descriptive statements. You are required to judge the frequency each statement fits the description of the person you are evaluating using the rating scale.

The person I am rating:

1	Helps me in exchange for my work.	1	2	3	4	5	6	7	8	9	10
2	Examine norms critically to check for appropriateness.	1	2	3	4	5	6	7	8	9	10
3	Will not intervene unless problems turn severe.	1	2	3	4	5	6	7	8	9	10
4	Attentive on anomalies, wrong doings, compromises and variances from the norms.	1	2	3	4	5	6	7	8	9	10
5	Do not want to be involved when vital problems arise.	1	2	3	4	5	6	7	8	9	10
6	Sets as a role model/ example of his/ her expectation of others.	1	2	3	4	5	6	7	8	9	10
7	Is absent when needed.	1	2	3	4	5	6	7	8	9	10
8	Enables me to solve problems by looking from different perspectives.	1	2	3	4	5	6	7	8	9	10
9	Talks positively about the future.	1	2	3	4	5	6	7	8	9	10
10	Honouring others associated with him/ her.	1	2	3	4	5	6	7	8	9	10
11	Specifically defining who is liable for attaining performance goals.	1	2	3	4	5	6	7	8	9	10
12	Will take action only when things go wrong.	1	2	3	4	5	6	7	8	9	10
13	Talks constructively about what needs to be attained.	1	2	3	4	5	6	7	8	9	10

14	Talks specifically the importance of having a compelled feeling of having goal/s.	1	2	3	4	5	6	7	8	9	10
15	Allocates time coaching and teaching.	1	2	3	4	5	6	7	8	9	10
16	Clarify outcomes when performance objectives are attained.	1	2	3	4	5	6	7	8	9	10
17	Demonstrates that he/ she is a determined advocate, if it is not an important matter, leave it alone.	1	2	3	4	5	6	7	8	9	10
18	Sacrifices for the beneficial of the team.	1	2	3	4	5	6	7	8	9	10
19	Regards me as a person rather than just a group member	1	2	3	4	5	6	7	8	9	10
20	Shows that he/she will take action only when problems become chronic.	1	2	3	4	5	6	7	8	9	10
21	Portray behaviour that gains my respect	1	2	3	4	5	6	7	8	9	10
22	Focuses on dealing with wrong doings, failures and complaints.	1	2	3	4	5	6	7	8	9	10
23	Being mindful of the ethical and moral consequences of decisions.	1	2	3	4	5	6	7	8	9	10
24	Ensures that achievable goals are set, concrete plans made and establishment of measurable milestones for projects/ programs.	1	2	3	4	5	6	7	8	9	10
25	Portray self-confidence and authority.	1	2	3	4	5	6	7	8	9	10
26	Conveys a convincing farsightedness of the future.	1	2	3	4	5	6	7	8	9	10
27	Points out my mistakes in ensuring standards are met.	1	2	3	4	5	6	7	8	9	10
28	Shuns decision making.	1	2	3	4	5	6	7	8	9	10
29	Regards me as an individual that has varied abilities, aspirations and needs compared to others.	1	2	3	4	5	6	7	8	9	10
30	People are challenged to carry out new and innovative methods when doing work.	1	2	3	4	5	6	7	8	9	10
31	Assists me in developing my strengths.	1	2	3	4	5	6	7	8	9	10
32	New methods are suggested in completing assignments.	1	2	3	4	5	6	7	8	9	10
33	Response to vital questions are delayed.	1	2	3	4	5	6	7	8	9	10
34	Portray the entire picture of what is to be achieved.	1	2	3	4	5	6	7	8	9	10

35	Conveys contentment when expectations are met.	1	2	3	4	5	6	7	8	9	10
36	Conveys positivity that objectives will be accomplished.	1	2	3	4	5	6	7	8	9	10
37	Hold on to promises and stick to obligations.	1	2	3	4	5	6	7	8	9	10
38	Utilize leadership approaches that are fulfilling.	1	2	3	4	5	6	7	8	9	10
39	Gets me to do more than expected.	1	2	3	4	5	6	7	8	9	10
40	Help others to be successful and to feel empowered.	1	2	3	4	5	6	7	8	9	10
41	Slogs with me in a fulfilling way.	1	2	3	4	5	6	7	8	9	10
42	Motivates me to succeed.	1	2	3	4	5	6	7	8	9	10
43	Create a trusting and open environment.	1	2	3	4	5	6	7	8	9	10
44	Increases my keenness to strive harder.	1	2	3	4	5	6	7	8	9	10
45	Foster strong spirit of cooperation, teamwork, ownership and personal responsibility.	1	2	3	4	5	6	7	8	9	10

# Multifactor Leadership 1

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