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Servant Leadership Questionnaire

Instructions: Select two people who know you in a leadership capacity such as a coworker, fellow group member, or follower. Make two copies of this questionnaire and give a copy to each individual you have chosen. Using the following 7-point scale, ask them to indicate the extent to which they agree or disagree with the following statements as they pertain to your leadership. In these statements, "He/She" is referring to you in a leadership capacity.

Key: 1 = Strongly disagree 2 = Disagree 3 = Disagree somewhat 4 = Undecided 5 = Agree

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He/She wants to know about others' career goals.	If others need to make important decisions at work, they do not need to consult him/her.	He/She can solve work problems with new or creative ideas.	He/She encourages others to volunteer in the community.	asking them.	He/She can recognize when others are feeling down without	meet success.	He/She would not compromise ethical principles in order to	He/She sacrifices his/her own interests to meet others' needs.	them to develop new skills.				and its goals.		He/She is involved in community activities.	He/She takes time to talk to others on a personal level.	He/She is always honest.	He/She puts others' best interests above his/her own.	He/She is interested in making sure others reach their career goals.	on their own.	He-She encourages others to handle important work decisions	He/She is able to think through complex problems.	He/She is always interested in helping people in the community.	He/She cares about others' personal well-being.	He/She holds high ethical standards.	He/She cares more about others' success than his/her own.	He/She makes others' career development a priority.	decisions about their own jobs.	He/She gives others the responsibility to make important	He/She can tell if something work related is going wrong.	community.	He/She emphasizes the importance of giving back to the	problem.	Others would seek help from him/her if they had a personal
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He/She values honesty more than profits.	He/She does what he/she can to make others' jobs easier.	He/She wants to know about others' career goals.	not need to consult him/her.	If others need to make important decisions at work, they do	He/She can solve work problems with new or creative ideas.	He/She encourages others to volunteer in the community.	asking them.	He/She can recognize when others are feeling down without	meet success.	He/She would not compromise ethical principles in order to	He/She sacrifices his/her own interests to meet others' needs.	them to develop new skills.	He/She provides others with work experiences that enable	In the way they feel is best.	He/She gives others the freedom to handle difficult situations	and its goals.	He/She has a thorough understanding of the organization	He/She is involved in community activities.	He/She takes time to talk to others on a personal level.	He/She is always honest	He/She puts others' best interests above his/her own.	He/She is interested in making sure others reach their career goals.	an their own.	He/She encourages others to handle important work decisions	He/She is able to think through complex problems.	He/She is always interested in helping people in the community.	He/She cares about others' personal well-being.	He/She holds high ethical standards.	He/She cares more about others' success than his/her own.	He/She makes others' career development a priority.	decisions about their own Jobs.	He/She gives others the responsibility to make important	He/She can tell if something work related is going wrong.	community.	He/She emphasizes the importance of giving back to the	problem.	Others would seek help from him/her if they had a personal
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Others would seek help fron him/her if they had a person problem.

He/She emphasizes the 2. importance of giving back to community.

3. related is going wrong.

He/She gives others the

- responsibility to make impodecisions about their own jo
- 5. development a priority.
- 6. He/She cares more about of success than his/her own.

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He/She holds high ethical standards.	
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personal well-being. He/She cares about others

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9. helping people in the community. He/She is always interested in

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10. complex problems. He/She is able to think through

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He/She encourages others to

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11. handle important work decisions on their own.

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12. sure others reach their career goals. He/She is interested in making

13. He/She puts others' best interests 1234567

He/She puts others' best int 13. above his/her own.

14. He/She is always honest.

15. others on a personal level. He/She takes time to talk to

16. activities. He/She is involved in comm

17. understanding of the organi and its goals. He/She has a thorough

18. to handle difficult situation: way they feel is best. He/She gives others the free

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22. are feeling down without asking 1234567

23. volunteer in the community. He/She encourages others to

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^{24.} with new or creative ideas. He/She can solve work problems 1234567

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26. others' career goals.

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28. profits. 27. make others' jobs easier. He/She values honesty mor He/She does what he/she ca

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