

Gender-Leader Bias Questionnaire

Purpose: The purpose of this questionnaire is to learn about gender biases and how to become aware of them in order to break harmful stereotypes.

Instructions: This questionnaire contains characteristics associated with communal and agentic behaviors. Indicate the degree to which you feel each characteristic is important for leadership using a scale from 1 (*not important*) to 5 (*very important*).

Key: 1 = Not Important 2 = Somewhat Important 3 = Neutral 4 = Important 5 = Very Important

1. Supporter	1	2	3	4	5
2. Leader	1	2	3	4	5
3. Ambitious	1	2	3	4	5
4. Determined	1	2	3	4	5
5. Helpful	1	2	3	4	5
6. Dynamic	1	2	3	4	5
7. Understanding	1	2	3	4	5
8. Compassionate	1	2	3	4	5
9. Assertive	1	2	3	4	5
10. Sympathetic	1	2	3	4	5
11. Warm	1	2	3	4	5
12. Kind	1	2	3	4	5
13. Controlling	1	2	3	4	5
14. Caring	1	2	3	4	5
15. Independent	1	2	3	4	5
16. Dominant	1	2	3	4	5

Scoring

The logic behind the questionnaire is that people tend to view communal characteristics, which are a stereotypically associated with women, as less important to leadership while they view agentic characteristics, which are stereotypically associated with men, as more important to leadership.

The sum of questions 1, 5, 7, 8, 10, 11, 12, and 14 makes up your communal characteristics score.

The sum of questions 2, 3, 4, 6, 9, 13, 15, and 16 makes up your agentic characteristics score.

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Communal scores between 8 and 24 indicate a weak value of communal characteristics in leadership; scores between 25 and 32 indicate a neutral association; scores between 33 and 40 indicate a strong value of communal characteristics in leadership.

Agentic scores between 8 and 24 indicate a weak value of agentic characteristics in leadership; scores between 25 and 32 indicate a neutral association; scores between 33 and 40 indicate a strong value of agentic characteristics in leadership.

Scoring Interpretation

Many people are surprised to find out that they have a biased association favoring traditional leadership/agentic behaviors, especially when it is incompatible with their stated egalitarian values. This test is designed to show people that they might hold associations that they are unaware of and to make people aware of the broad reach of these stereotypes.