LEADER BEHAVIOR DESCRIPTION QUESTIONNAIRE – Ideal Self
(What You Expect of Yourself as a Leader)

Developed by staff members of
The Ohio State Leadership Studies

On the following pages is a list of items that may be used to describe your behavior as you think you should act. This is not a test of ability. It simply asks you to describe how you believe you ought to act as a leader of your group.

Note: The term, “group,” as employed in the following items, refers to a department, division, or other unit of organization which you supervise.

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DIRECTIONS:

a. READ each item carefully.
b. THINK about how frequently you SHOULD engage in the behavior described by the item.
c. DECIDE whether you SHOULD (A) Always (B) Often, (C) Occasionally, (D) Seldom or (E) Never act as described by the item.
d. DRAW A CIRCLE around one of the five letters ( A    B    C    D    E) following the item to show the answer you selected.

A = Always
B = Often
C = Occasionally
D = Seldom
E = Never

When acting as a Leader, I OUGHT to:

1. Do personal favors for group members. A B C D E
2. Make my attitudes clear to the group A B C D E
3. Do little things to make it pleasant to be a member of the group. A B C D E
4. Try out my new ideas with the group. A B C D E
5. Act as the real leader of the group. A B C D E
6. Be easy to understand. A B C D E
7. Rule with an iron hand. A B C D E
8. Find time to listen to group members. A B C D E
9. Criticize poor work. A B C D E
10. Give advance notice of changes. A B C D E
11. Speak in a manner not to be questioned. A B C D E
12. Keep to myself. A B C D E
13. Look out for the personal welfare of individual group members.

14. Assign group members to particular tasks.

15. Be the spokesman of the group.

16. Schedule the work to be done.


18. Refuse to explain my action.

19. Keep the group informed.

20. Act without consulting the group.

21. Back up the members in their actions.

22. Emphasize the meeting of deadlines.

23. Treat all group members as my equals

24. Encourage the use of uniform procedures.

25. Get what I ask for from my superiors.

26. Be willing to make changes.

27. Make sure that my part in the organization is understood by group members.

28. Be friendly and approachable.

29. Ask that group members follow standard rules and regulations.

30. Fail to take necessary action.

31. Make group members feel at ease when talking with them.

32. Let group members know what is expected of them.

33. Speak as the representative of the group.

34. Put suggestions made by the group into operation.

35. See to it that group members are working up to capacity.
36. Let other people take away my leadership in the group  
A  B  C  D  E

37. Get my superiors to act for the welfare of the group members.  
A  B  C  D  E

38. Get group approval in important matters before going ahead.  
A  B  C  D  E

39. See to it that the work of group members is coordinated.  
A  B  C  D  E

40. Keep the group working together as a team.  
A  B  C  D  E