



STUDENT LEADERSHIP PRACTICES INVENTORY – OBSERVER

Name of Leader: _____

Instructions

On the next two pages are thirty statements describing various leadership behaviors. Please read each statement carefully. Then rate *the person who asked you to complete this form* in terms of *how frequently* he or she typically engages in the behavior described. *This is not a test* and there are no right or wrong answers. The usefulness of the feedback from this inventory will depend on how honest you are in your assessment of the other person.

Consider each statement in the context of the student organization in which you have been most involved with this person or in which you have had the greatest opportunity to observe him or her. This organization could be a club, team, chapter, group, unit, hall, program, project, or the like. As you respond to each statement, maintain a consistent perspective to this particular organization. The rating scale provides five choices. Circle the number that best applies to each statement:

- (1) If this person RARELY or SELDOM does what is described in the statement
- (2) If this person does what is described ONCE IN A WHILE
- (3) If this person SOMETIMES does what is described
- (4) If this person OFTEN does what is described
- (5) If this person VERY FREQUENTLY or ALMOST ALWAYS does what is described

In selecting each response, be realistic about the extent to which this person *actually* engages in the behavior. Do *not* answer in terms of how you would like to see this person behaving or in terms of what this person *should* be doing. Answer in terms of how this person *typically* behaves.

For example, the first statement is "He or she sets a personal example of what he or she expects from other people." If you believe this person does this *once in a while*, circle the number 2. If you believe this person sets a personal example of what he or she expects from others *fairly often*, circle the number 4. Select and circle only one option (response number) for each statement.

Please respond to every statement. If you cannot respond to a statement (or feel that it does not apply), record a 1. When you have responded to all thirty statements, please turn to the response sheet on the back page and transfer your responses as instructed.

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How frequently does this person *typically* engage in the following behaviors and actions?
Circle the number to the right of each statement, using the scale below, that best applies.

1	2	3	4	5
RARELY OR SELDOM	ONCE IN A WHILE	SOMETIMES	VERY OFTEN	FREQUENTLY

He or She:

- | | | | | | |
|---|---|---|---|---|---|
| 1. sets a personal example of what he or she expects from other people. | 1 | 2 | 3 | 4 | 5 |
| 2. looks ahead and communicates about what he or she believes will affect us in the future. | 1 | 2 | 3 | 4 | 5 |
| 3. looks around for ways to develop and challenge his or her skills and abilities. | 1 | 2 | 3 | 4 | 5 |
| 4. fosters cooperative rather than competitive relationships among people he or she works with. | 1 | 2 | 3 | 4 | 5 |
| 5. praises people for a job well done. | 1 | 2 | 3 | 4 | 5 |
| 6. spends time and energy making sure that people in our organization adhere to the principles and standards we have agreed on. | 1 | 2 | 3 | 4 | 5 |
| 7. describes to others in our organization what we should be capable of accomplishing. | 1 | 2 | 3 | 4 | 5 |
| 8. looks for ways that others can try out new ideas and methods. | 1 | 2 | 3 | 4 | 5 |
| 9. actively listens to diverse points of view. | 1 | 2 | 3 | 4 | 5 |
| 10. encourages others as they work on activities and programs in our organization. | 1 | 2 | 3 | 4 | 5 |
| 11. follows through on the promises and commitments he or she makes in this organization. | 1 | 2 | 3 | 4 | 5 |
| 12. talks with others about sharing a vision of how much better the organization could be in the future. | 1 | 2 | 3 | 4 | 5 |
| 13. keeps current on events and activities that might affect our organization. | 1 | 2 | 3 | 4 | 5 |
| 14. treats others with dignity and respect. | 1 | 2 | 3 | 4 | 5 |
| 15. gives people in our organization support and expresses appreciation for their contributions. | 1 | 2 | 3 | 4 | 5 |

1	2	3	4	5
RARELY OR SELDOM	ONCE IN A WHILE	SOMETIMES	VERY OFTEN	FREQUENTLY

He or She:

16. finds ways to get feedback about how his or her actions affect other people's performance.	1	2	3	4	5
17. talks with others about how their own interests can be met by working toward a common goal.	1	2	3	4	5
18. when things do not go as we expected, asks, "What can we learn from this experience?"	1	2	3	4	5
19. supports the decisions that other people in our organization make on their own.	1	2	3	4	5
20. makes it a point to publicly recognize people who show commitment to our values.	1	2	3	4	5
21. builds consensus on an agreed-on set of values for our organization.	1	2	3	4	5
22. is upbeat and positive when talking about what our organization aspires to accomplish.	1	2	3	4	5
23. makes sure that we set goals and make specific plans for the projects we undertake.	1	2	3	4	5
24. gives others a great deal of freedom and choice in deciding how to do their work.	1	2	3	4	5
25. finds ways for us to celebrate accomplishments.	1	2	3	4	5
26. talks about the values and principles that guide his or her actions.	1	2	3	4	5
27. speaks with conviction about the higher purpose and meaning of what we are doing.	1	2	3	4	5
28. takes initiative in experimenting with the way we can do things in our organization.	1	2	3	4	5
29. provides opportunities for others to take on leadership responsibilities.	1	2	3	4	5
30. makes sure that people in our organization are creatively recognized for their contributions.	1	2	3	4	5

Transferring the Responses

After you have responded to the thirty statements on the previous two pages, please transfer your responses to the blanks below. This will make it easier to record and score your responses.

Notice that the numbers of the statements are listed *horizontally* across the page. Make sure that the number you assigned to each statement is transferred to the appropriate blank. Remember to fill in a response option (1, 2, 3, 4, 5) for every statement.

- | | | | | |
|-----------|-----------|-----------|-----------|-----------|
| 1. _____ | 2. _____ | 3. _____ | 4. _____ | 5. _____ |
| 6. _____ | 7. _____ | 8. _____ | 9. _____ | 10. _____ |
| 11. _____ | 12. _____ | 13. _____ | 14. _____ | 15. _____ |
| 16. _____ | 17. _____ | 18. _____ | 19. _____ | 20. _____ |
| 21. _____ | 22. _____ | 23. _____ | 24. _____ | 25. _____ |
| 26. _____ | 27. _____ | 28. _____ | 29. _____ | 30. _____ |

Further Instructions

If the name of the person who asked you to complete the *Student LPI-Observer* is not written below or on the first page, please add it yourself:

Return this form to:

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