



STUDENT LEADERSHIP PRACTICES INVENTORY – SELF

Your Name: _____

Instructions

On the next two pages are thirty statements describing various leadership behaviors. Please read each statement carefully. Then rate *yourself* in terms of *how frequently* you engage in the behavior described. *This is not a test* (there are no right or wrong answers). The usefulness of the feedback from this inventory will depend on how honest you are with yourself and how frequently you *actually* engage in each of these behaviors.

Consider each statement in the context of one student organization with which you are now (or have been most) involved with. This organization could be a club, team, chapter, group, unit, hall, program, project, and the like. As you respond to each statement, maintain a consistent perspective to your particular organization. The rating scale provides five choices. Circle the number that best applies to each statement:

- (1) If you RARELY or SELDOM do what is described
- (2) If you do what is described ONCE IN A WHILE
- (3) If you SOMETIMES do what is described
- (4) If you OFTEN do what is described
- (5) If you VERY FREQUENTLY or ALMOST ALWAYS do what is described

In selecting the response, be realistic about the extent to which you *actually* engage in the behavior. Do *not* answer in terms of how you would like to see yourself or in terms of what you should be doing. Answer in terms of how you *typically* behave.

For example, the first statement is “I set a personal example of what I expect from other people.” If you believe you do this *once in a while*, circle the number 2. If you believe you do this *often*, circle the number 4. Select and circle only one option (response number) for each statement.

Please respond to every statement. If you can't respond to a statement (or feel that it doesn't apply), circle 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 do you *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	OFTEN	VERY FREQUENTLY
1. I set a personal example of what I expect from other people.	1	2	3	4	5
2. I look ahead and communicate about what I believe will affect us in the future.	1	2	3	4	5
3. I look around for ways to develop and challenge my skills and abilities.	1	2	3	4	5
4. I foster cooperative rather than competitive relationships among people I work with.	1	2	3	4	5
5. I praise people for a job well done.	1	2	3	4	5
6. I spend time and energy making sure that people in our organization adhere to the principles and standards we have agreed upon.	1	2	3	4	5
7. I describe to others in our organization what we should be capable of accomplishing.	1	2	3	4	5
8. I look for ways that others can try out new ideas and methods.	1	2	3	4	5
9. I actively listen to diverse points of view.	1	2	3	4	5
10. I encourage others as they work on activities and programs in our organization.	1	2	3	4	5
11. I follow through on the promises and commitments I make in this organization.	1	2	3	4	5
12. I talk with others about sharing a vision of how much better the organization could be in the future.	1	2	3	4	5
13. I keep current on events and activities that might affect our organization.	1	2	3	4	5
14. I treat others with dignity and respect.	1	2	3	4	5
15. I give people in our organization support and express appreciation for their contributions.	1	2	3	4	5

	1	2	3	4	5
	RARELY OR SELDOM	ONCE IN A WHILE	SOMETIMES	OFTEN	VERY FREQUENTLY
16. I find ways to get feedback about how my actions affect other people's performance.	1	2	3	4	5
17. I talk 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, I ask, "What can we learn from this experience?"	1	2	3	4	5
19. I support the decisions that other people in our organization make on their own.	1	2	3	4	5
20. I make it a point to publicly recognize people who show commitment to our values.	1	2	3	4	5
21. I build consensus on an agreed-upon set of values for our organization.	1	2	3	4	5
22. I am upbeat and positive when talking about what our organization aspires to accomplish.	1	2	3	4	5
23. I make sure that we set goals and make specific plans for the projects we undertake.	1	2	3	4	5
24. I give others a great deal of freedom and choice in deciding how to do their work.	1	2	3	4	5
25. I find ways for us to celebrate accomplishments.	1	2	3	4	5
26. I talk about the values and principles that guide my actions.	1	2	3	4	5
27. I speak with conviction about the higher purpose and meaning of what we are doing.	1	2	3	4	5
28. I take initiative in experimenting with the way we can do things in our organization.	1	2	3	4	5
29. I provide opportunities for others to take on leadership responsibilities.	1	2	3	4	5
30. I make 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

Please write your name here: _____

You should have received instructions to:

- Bring this page with you to the class (seminar or workshop) or
 Return this form to:
- _____
- _____
- _____

If you are interested in feedback from other people, ask them to complete the *Student LPI-Observer*. This form provides perspectives on your leadership behaviors as perceived by other people.

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