

AM I A TRANSFORMATIVE LEADER

	Yes	No
1. I let go of things others can do.	<input type="checkbox"/>	<input type="checkbox"/>
2. I encourage new ideas, problem solving and risk taking.	<input type="checkbox"/>	<input type="checkbox"/>
3. I ensure that people have goals and know how they are doing	<input type="checkbox"/>	<input type="checkbox"/>
4. I delegate to challenge, develop and empower others.	<input type="checkbox"/>	<input type="checkbox"/>
5. I coach others to ensure success.	<input type="checkbox"/>	<input type="checkbox"/>
6. I reinforce good work and attempts.	<input type="checkbox"/>	<input type="checkbox"/>
7. I share information, knowledge and skills	<input type="checkbox"/>	<input type="checkbox"/>
8. I value, trust and respect each individual.	<input type="checkbox"/>	<input type="checkbox"/>
9. I provide support without taking over.	<input type="checkbox"/>	<input type="checkbox"/>
10. I practice what I preach.	<input type="checkbox"/>	<input type="checkbox"/>

Transformational Leaders are change agents who achieve outcomes beyond expected; create and articulate clear organizational vision; empower others to achieve at higher standards; lead as peer problem solvers; and build broad-based involvement and participation (Chrislip & Larson, 1994; Northouse, 2001). Transformational leaders share 4 character traits (Bass, 1985):

1. **Charisma, or idealized influence** - high standards of moral & ethical conduct
2. **Inspirational motivation** - have high expectations; inspire others to commit to a shared vision
3. **Intellectual stimulation** - stimulate innovation & challenge beliefs of self, leader & organization
4. **Individualized consideration** – support, listen & coach others to be actualized or empowered