AM I A TRANSFORMATIVE LEADER

Yes       No

1. I let go of things others can do.

2. I encourage new ideas, problem solving and risk taking.

3. I ensure that people have goals and know how they are doing

4. I delegate to challenge, develop and empower others.

5. I coach others to ensure success.

6. I reinforce good work and attempts.

7. I share information, knowledge and skills

8. I value, trust and respect each individual.

9. I provide support without taking over.

10. I practice what I preach.

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