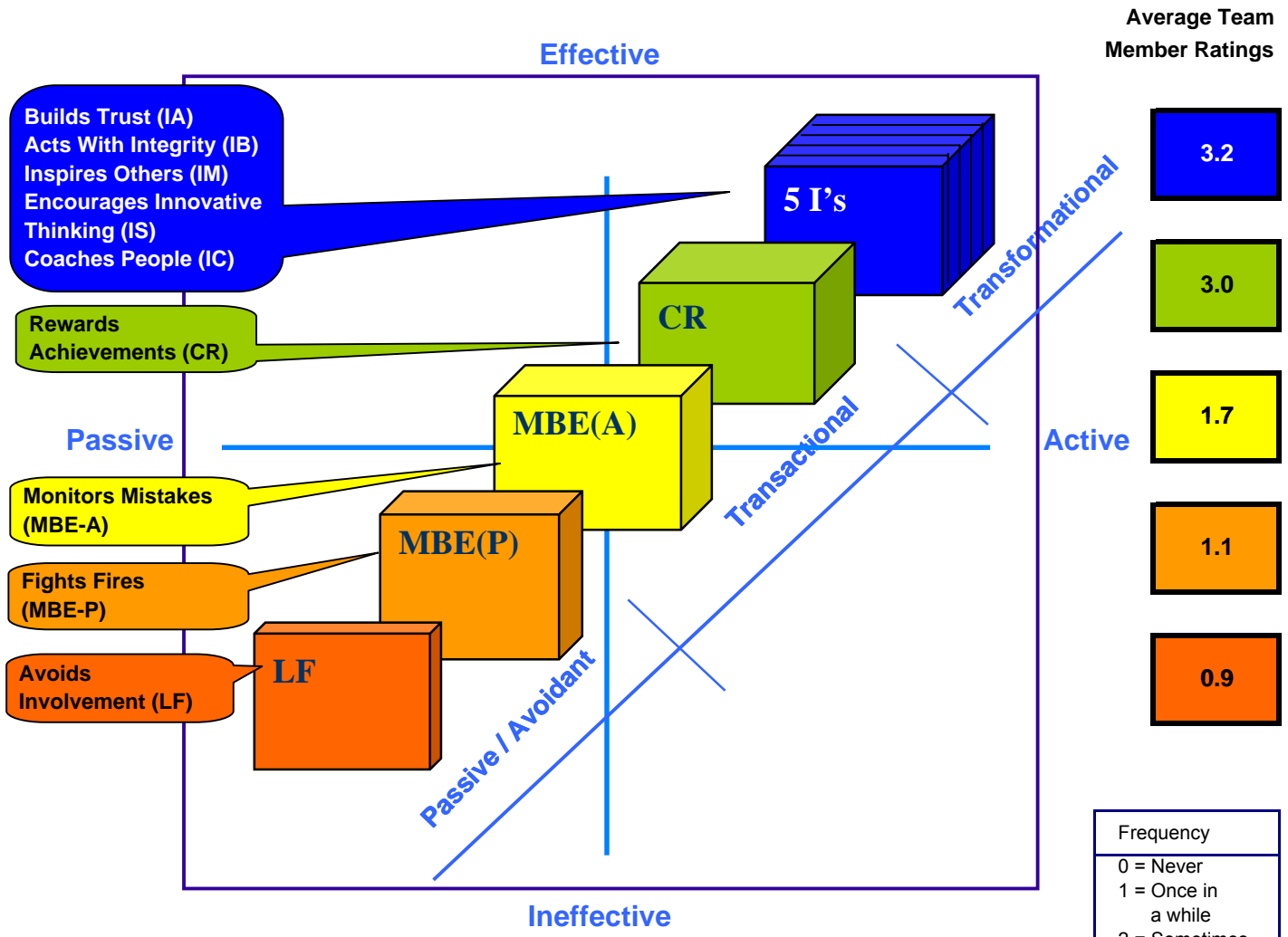


Multifactor Leadership Questionnaire For Teams

Bernard M. Bass and Bruce J. Avolio



Confidential report prepared for Sample New MLQTeam Report 2005



Average Team Member Ratings



Frequency
0 = Never
1 = Once in a while
2 = Sometimes
3 = Fairly often
4 = Frequently, if not always

Profiled against a full range of leadership styles



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Contents

	Page
Introduction	3
The Full Range Leadership Model:	
Transformational Leadership	4
Transactional Management	5
Passive / Avoidant Behaviour	5
Outcomes of Leadership	6
Some Research Findings	6
Making the Most of the MLQTeam Report:	7
Your Team Full Range Leadership Profile:	
Transformational Leadership	10
Contingent Reward	11
Management-by-Exception: Active	11
Management-by-Exception: Passive	11
Laissez-Faire	11
Outcomes of Leadership Overview	12
Pattern of Scale Responses:	
Transformational Leadership	13
Transactional Leadership	13
Passive / Avoidant Behaviour	13
Group Agreement	14
Team Transformational Leadership:	
Style Strengths	15
Areas for Development	15
Complete Reporting of All Team Member Responses:	
Transformational Leadership Styles	16
Transactional Leadership Styles	17
Passive / Avoidant Behaviour Styles	17
Outcomes of Leadership	18
Team Development and Goal Setting	19

Your Team Full-Range Leadership Profile

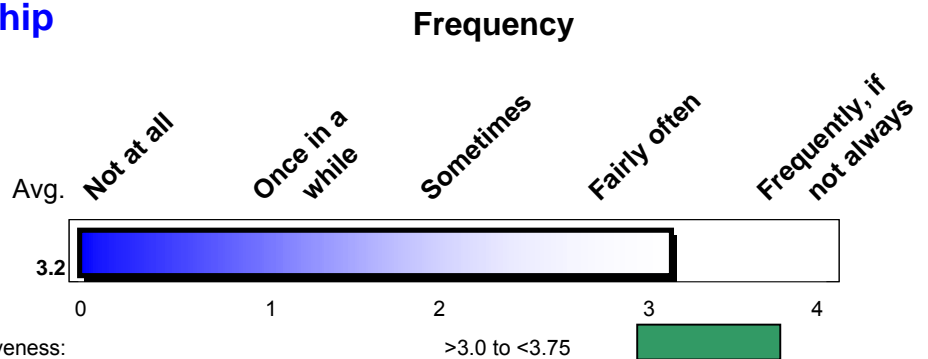
The charts below show the average of how team members rated the frequency of behaviours for each leadership style. The average frequencies for this full-range of leadership styles can be interpreted with the scale to the right. Aggregate normative data is also displayed graphically for each scale.

Frequency
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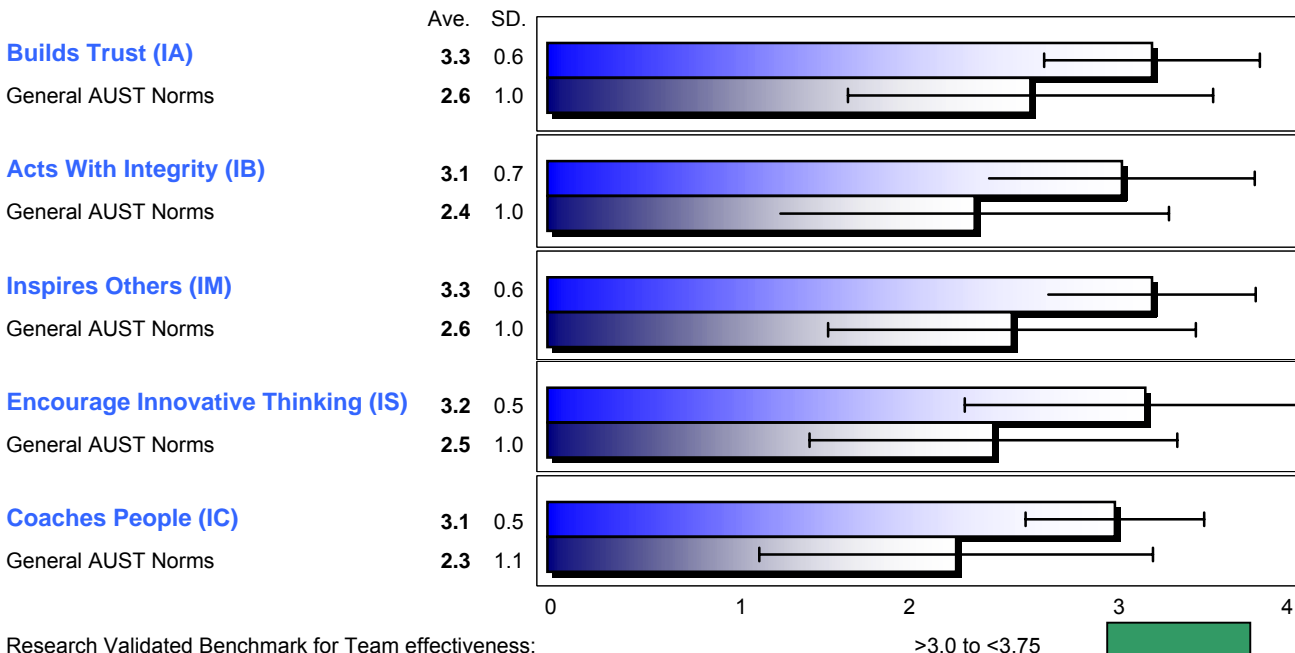
Number of team members for Sample New MLQTeam Report: 11

Transformational Leadership

Team average for all five Transformational styles



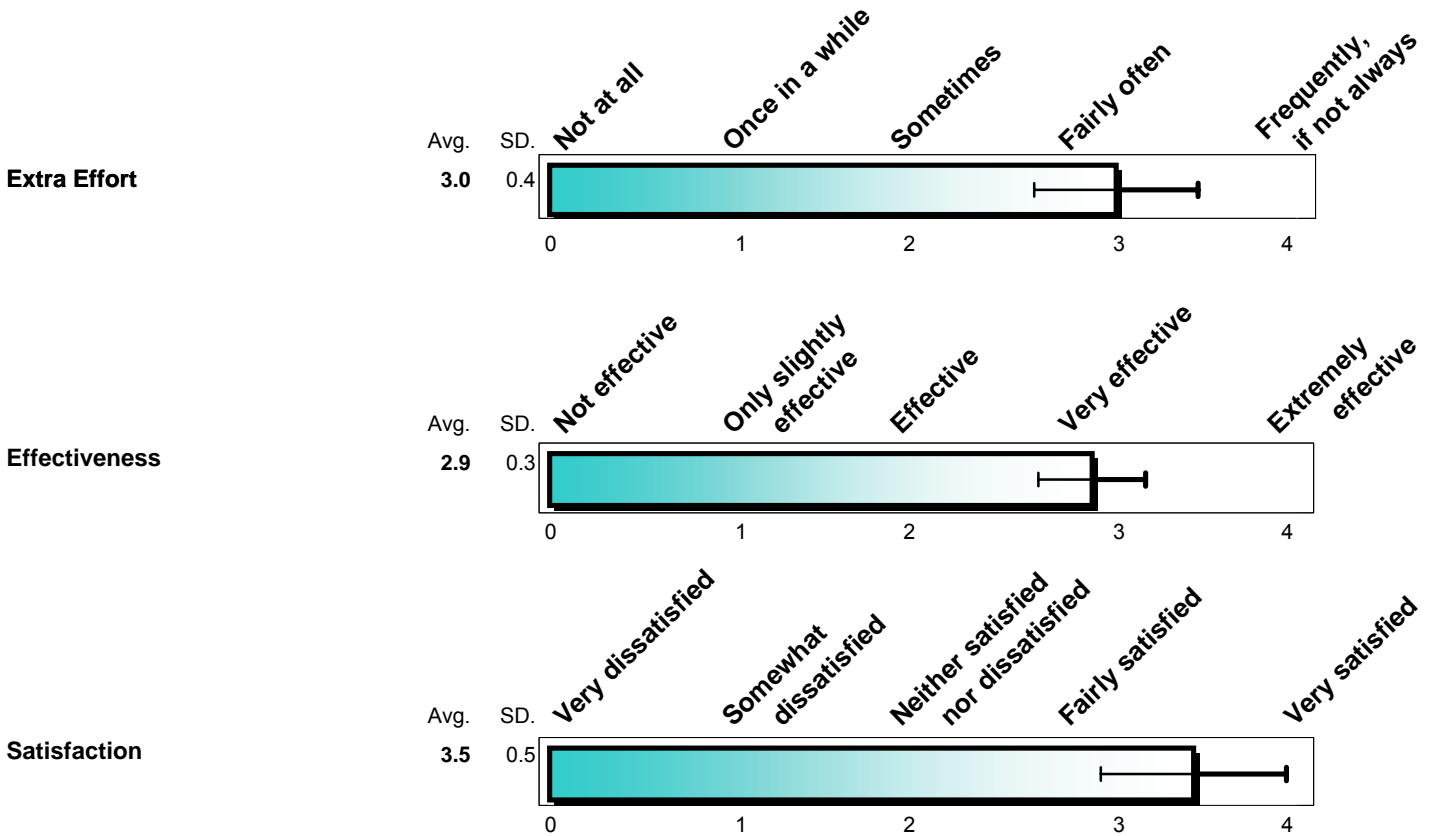
Averages and standard deviations for each Transformational style



◆ —◆ The length of these lines indicates the degree to which members of the group agree about the exercise of this leadership style within the group (one standard deviation)

Outcomes of Leadership Overview

The **Outcomes of Leadership** represent your team's opinion of how effective your team is. The following scales show how your team feels about how often your team displays Extra Effort, how Effective your team is, and how Satisfied team members are.



The most effective teams achieve all rater averages outcomes in excess of 3

The length of these lines indicates the degree to which members of the group agree about the exercise of this leadership style within the group (one standard deviation)

Extra Effort

Our team:

- Motivates each other to do more than they thought they could do. *Fairly often*
- Heightens our motivation to succeed. *Fairly often*
- Encourages each other to do more than they expected they could do. *Fairly often*

The Overall Effectiveness of the Team

Our team is: *Very effective*

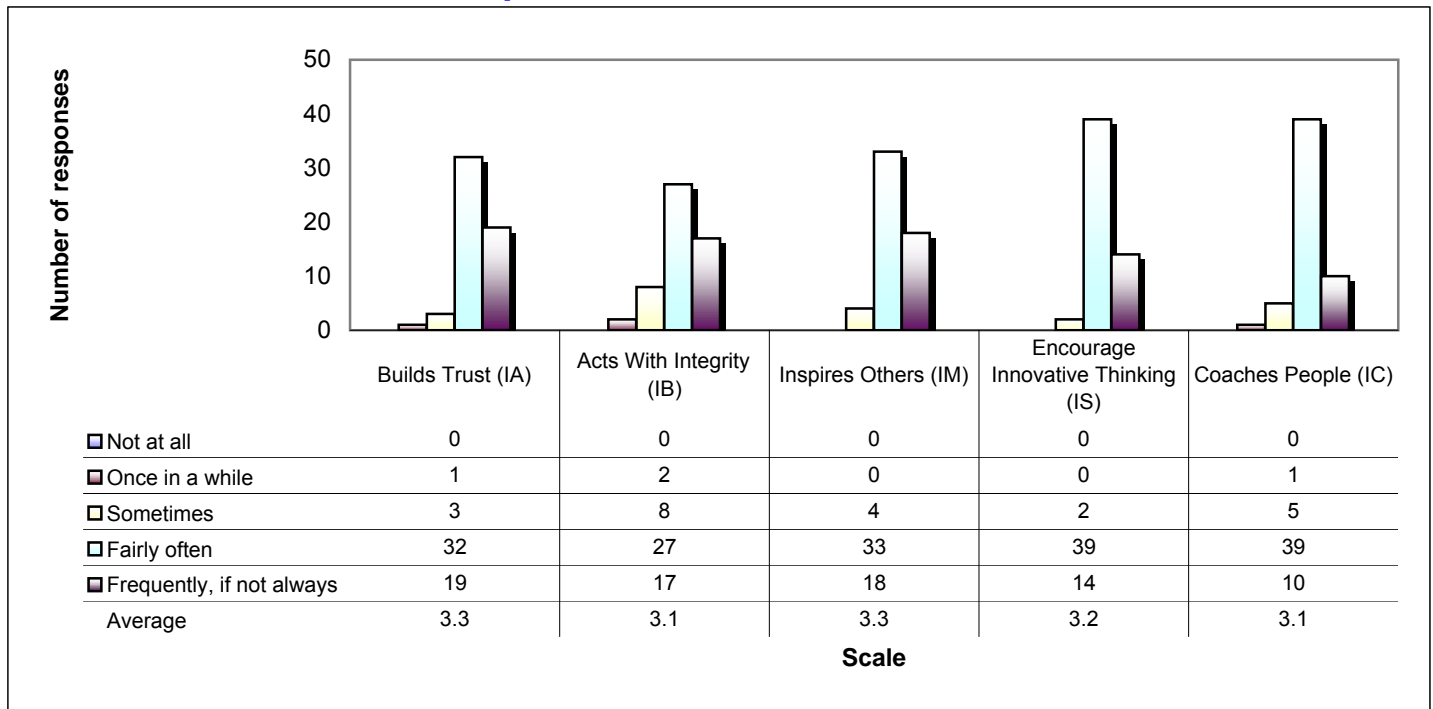
The Team's Satisfaction with the Leadership Abilities of the Team

Our team is: *Fairly satisfied*

Pattern of Scale Responses

The following charts show how the eleven team members perceive the frequency of behaviors your team exhibits for each full range leadership style. The average for each scale is presented, and the chart reports the number of times an item on the scale was rated 0, 1, 2, 3, or 4. Blank rows indicate the scale was not rated. Blank spaces indicate the anchor was not rated by team members.

Transformational Leadership



Transactional styles

Passive / Avoidant styles

