

**ACTIVITY 2**

**ARE YOU A TRANSFORMATIONAL OR TRANSACTIONAL LEADER?**

For each of the 10 pairs of statements, divide three points between the two according to your beliefs, attitude, and perceptions of yourself. The three points may be divided between the A and B statements in any way wish (3-0,2-1,1-2,0-3). Weigh and evaluate the two choices according to the one that better represents you and your beliefs.

- \_\_\_\_\_ 1.     A. As a leader, I am mostly concerned about stability.  
              B. As a leader, I am mostly concerned about change.
- \_\_\_\_\_ 2.     A. As a leader, I want to cause things to happen.  
              B. As a leader, I would rather facilitate events.
- \_\_\_\_\_ 3.     A. I want to reward employees based on their work performance.  
              B. I want to allow employees to fulfill their dreams in life.
- \_\_\_\_\_ 4.     A. As a leader, I want to consider what might be, think long range.  
              B. As a leader, I want to be realistic, think short range.
- \_\_\_\_\_ 5.     A. As a leader, I like to spend time managing established goals.  
              B. As a leader, I like to spend time generating possibilities.
- \_\_\_\_\_ 6.     A. As a leader, I consider my main job as a teacher.  
              B. As a leader, I consider my main job as a facilitator.
- \_\_\_\_\_ 7.     A. As a leader, I must live the same level of ethics and morality as my employees.  
              B. As a leader, I must live a higher level of ethics and morality than my employees.
- \_\_\_\_\_ 8.     A. As a leader, I like to spend most of my time motivating employees to do more.  
              B. As a leader, I like to spend most of my time rewarding employees for a job well done.
- \_\_\_\_\_ 9.     A. Leadership should be practical and consist of common sense.  
              B. Leadership should be inspirational and stimulating.
- \_\_\_\_\_ 10.    A. My leadership power comes from my ability to get employees to identify and connect  
                  with me and my ideas.  
              B. My leadership power comes primarily from my status and position.

**SCORING KEY**

TRANSFORMATIONAL LEADERSHIP

TRANSACTIONAL LEADERSHIP

- 1. B \_\_\_\_\_
- 2. A \_\_\_\_\_
- 3. B \_\_\_\_\_
- 4. A \_\_\_\_\_
- 5. B \_\_\_\_\_
- 6. A \_\_\_\_\_
- 7. B \_\_\_\_\_
- 8. A \_\_\_\_\_
- 9. B \_\_\_\_\_
- 10. A \_\_\_\_\_

- 1. A \_\_\_\_\_
- 2. B \_\_\_\_\_
- 3. A \_\_\_\_\_
- 4. B \_\_\_\_\_
- 5. A \_\_\_\_\_
- 6. B \_\_\_\_\_
- 7. A \_\_\_\_\_
- 8. B \_\_\_\_\_
- 9. A \_\_\_\_\_
- 10. B \_\_\_\_\_

Column Total \_\_\_\_\_

Column Total \_\_\_\_\_

**KEY:** The higher column total indicates that you agree more with, and see yourself as more like that type of leader.