

This questionnaire contains statements about servant leadership. Next to each statement, circle the number that represents how strongly you feel about the statement by using the following scoring system:

- Almost Always True — 5, Mostly True — 4, Occasionally True — 3
- Seldom True — 2, Almost Never True — 1

Be honest about your choices as this will help you to reflect on your strengths and areas that need improvement. If you are not in a leadership position, try to relate each question to similar actions you have taken in the past.

Servant Leadership Survey

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| 1. | I have made a deep commitment to listen intently to others so that I can identify and clarify the purpose and passion of the group. | 5 | 4 | 3 | 2 | 1 |
| 2. | I normally assume the good intentions of others and I understand and empathize with them by accepting and recognizing their special and unique spirit. | 5 | 4 | 3 | 2 | 1 |
| 3. | I search for whole-ness and the potential to heal myself and others so that transformation and integration can take place. | 5 | 4 | 3 | 2 | 1 |
| 4. | I have the capacity for introspection and the ability to recognize myself as an individual who is separate from the environment and other individuals (awareness). | 5 | 4 | 3 | 2 | 1 |
| 5. | When making decisions, I rely on persuasion to convince others in order to build consensus within the group, rather than relying upon my positional authority. | 5 | 4 | 3 | 2 | 1 |
| 6. | I bring visions to reality by looking at a problem or the organization from a conceptualizing perspective (form an idea or picture), rather than just looking at the day-to-day operations. | 5 | 4 | 3 | 2 | 1 |
| 7. | When solving complex problems I use my intuitive mind to understand lessons from the past, the realities of the present, and the likely consequence of a decision that affects the future. | 5 | 4 | 3 | 2 | 1 |
| 8. | I hold the institution in trust for the greater good of society. | 5 | 4 | 3 | 2 | 1 |
| 9. | I believe people have an intrinsic value beyond their tangible contributions as workers, thus I'm deeply committed to the personal, professional, and spiritual growth of each individual within the organization | 5 | 4 | 3 | 2 | 1 |
| 10. | I seek to identify a means for building community among those who work within the institution. | 5 | 4 | 3 | 2 | 1 |

Interpreting Your Score

This self-assessment questionnaire is designed to measure your servant leadership attributes by assessing the Ten Principles of Servant Leadership.

By reflecting upon your scores for each of the principles, you can determine your stronger and weaker attributes. The maximum score you can receive for each dimension is 5, while the lowest you can receive is 1. Scores in the upper range indicates you have a strong servant leadership principle, while a score in the lower range indicates a weaker principle.

You should reflect upon the weaker scores, identify opportunities to improve them, and create an action plan that will help you implement your plan.

Reliability and Validity

Since this survey is a learning tool used in training programs such as leadership development, rather than a research tool, it has not been formally checked for reliability or validity. Unlike most of the other questionnaires on this site, this is a fairly new one and I have trialled it only a couple of times. Thus, I have received very little feedback about it. Please email me if you have suggestions to improve it.