

Leatherman Leadership Questionnaire

Management | Leadership



Measured Dimensions Include:

Assigning Work
Mentoring
Coaching Employees
Oral (One-On-One) Communication
Managing Change
Handling Emotional Situations with Employees
Managing Conflicts and Grievances
Counseling a Problem Employee
Helping an Employee Make Decisions
Delegating
Taking Disciplinary Action
Vision and Strategic Planning
Setting Goals and Objectives,
Planning with Employees
Trust and Loyalty Within an Organization
Conducting Employee Meetings
Giving Positive Feedback
Negotiating
Conducting Performance Appraisals
Establishing Performance Standards
Persuading/Influencing Employees
Ethics in the Organization
Problem Solving with Employees
Conducting Selection Interviews
Team Building
Organizational Culture
Project Management
One-On-One Training

This is the most valid, reliable and comprehensive knowledge-based leadership assessment instrument available today. The LLQ uses 339 multiple-choice questions to test whether the participant knows the most effective leadership behaviors in 27 specific leadership dimensions.

The results from this questionnaire can provide valuable insight into an individual's strengths as well as areas where improvement is needed. In addition, group results can help you pinpoint training needs for your organization as a whole as well as measure the improvement produced by that training.

Scoring service includes group summary reports, individual scoring reports and an LLQ Action Planner for each participant. This assessment is appropriate for an executive level professional employee or manager.

All assessments come with a 1-hour individual feedback session for each participant. This is an excellent tool to ensure results of the assessment are understood and can be practically applied toward skill development.



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Examples of Leatherman Leadership Questions:

To reach and confirm an agreement in a conversation with an employee, a leader:

- Should confirm areas of agreement before attempting to resolve differences.
- Should mention areas of disagreement before confirming areas of agreement.
- Doesn't need to worry about the areas of disagreement and still understand what must be done.
- Can, in most cases, assume that it really isn't necessary to confirm agreement with the employee.



An employee says to his/her leader, "I feel stretched to the limit with my existing work, and now you want me to also order supplies. I don't see where I am going to find the time!" The leader should:

- Help the employee evaluate his present use of time and then assist the employee in setting his future priorities.
- Ask someone else to order supplies since this employee is feeling frustrated.
- Tell the employee that he will just have to find the time because learning how to do this new task is an important part of his personal development.
- Tactfully suggest that the employee work a little harder.