LEADERSHIP PRACTICES INVENTORY [LPI]

Revised Second Edition

By James M. Kouzes and Barry Z. Posner

San Francisco: Jossey-Bass, 2001

The following are example questions from the Leadership Practices Inventory [LPI] developed and tested by Kouzes and Posner.

How comfortable are you with the following responses to workplace situations?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| PROFESSIONAL PRACTICES | COMFORT LEVEL  1 (Lowest) -----------5 (Highest) | | | | |
| 1 | 2 | 3 | 4 | 5 |
| 1. I ask “What can we learn?” when things do not go as expected. |  |  |  |  |  |
| 1. I challenge people to try out new and innovative approaches to their work. |  |  |  |  |  |
| 1. I experiment and take risks even where there is a chance of failure. |  |  |  |  |  |
| 1. I talk about future trends that will influence how our work gets done. |  |  |  |  |  |
| 1. I appeal to others to share an exciting dream of the future. |  |  |  |  |  |
| 1. I am contagiously enthusiastic and positive about future possibilities. |  |  |  |  |  |
| 1. I develop cooperative relationships among the people I work with. |  |  |  |  |  |
| 1. I actively listen to diverse points of view. |  |  |  |  |  |
| 1. I treat others with dignity and respect. |  |  |  |  |  |
| 1. I set a personal example of what I expect from others. |  |  |  |  |  |
| 1. I am clear about my philosophy of leadership. |  |  |  |  |  |
| 1. I make progress toward goals one step at a time. |  |  |  |  |  |
| 1. I praise people for a job well done. |  |  |  |  |  |
| 1. I publicly recognize people who exemplify commitment to shared values. |  |  |  |  |  |
| 1. I find ways to celebrate accomplishments. |  |  |  |  |  |