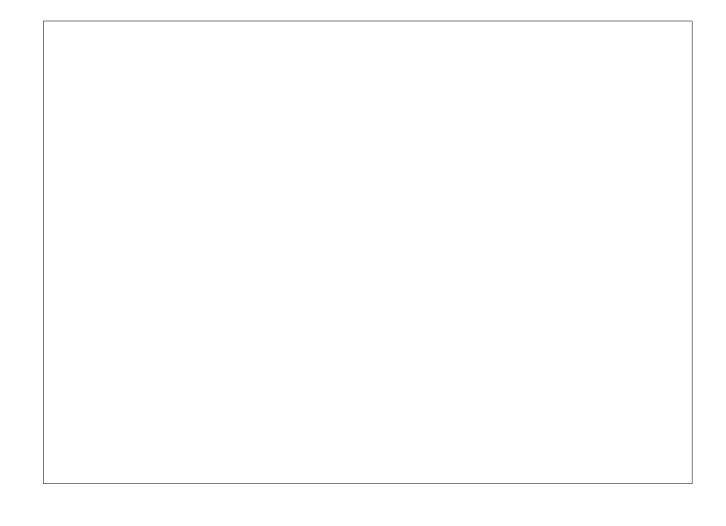
SERVANT LEADERSHIP FOR NON-PROFIT MANAGERS

SELF-EVALUATION

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SERVANT LEADERSHIP SELF-EVALUATION

Instructions: The following survey items refer to your leadership style, as you perceive it. Please judge how frequently each statement fits your leadership style using the following scale:

STRONGLY SOMEWHAT SOMEWHAT STRONGLY
DISAGREE DISAGREE UNDECIDED AGREE AGREE
I 2 3 4 5

1. Others would seek my help if they had a personal problem.	I	2	3	4	5
2. I emphasizes the importance of giving back to the community.	1	2	3	4	5
3. I can tell if something work related is going wrong.	I	2	3	4	5
4. I give others the responsibility to make important decisions about their job.	I	2	3	4	5
5. I makes others' career development a priority.	I	2	3	4	5
6. I care more about others' success than my own.	I	2	3	4	5
7. I hold high ethical standards.	I	2	3	4	5
8. I care about others' personal well-being.	I	2	3	4	5
9. I am always interested in helping people in the community.	I	2	3	4	5
10. I am able to think through complex problems.	I	2	3	4	5
11. I encourage others to handle important work decisions on their own.	I	2	3	4	5
12. I am interested in making sure others reach their career goals.	1	2	3	4	5
13. I put others' best interests above my own.	I	2	3	4	5
14. I am always honest.	I	2	3	4	5
15. I take time to talk to others on a personal level.	I	2	3	4	5
16. I involved in community activities.	I	2	3	4	5
17. I have a thorough understanding of my organization and its goals.	I	2	3	4	5
18. I give others the freedom to handle difficult situations in the way they feel is best.	I	2	3	4	5
19. I provide others with work experiences that enable them to develop new skills.	I	2	3	4	5
20. I sacrifice my own interests to meet others' needs.	I	2	3	4	5
21. I would not compromise ethical principles in order to meet success.	I	2	3	4	5
22. I can recognize when others are feeling down without asking them.	I	2	3	4	5
23. I encourage others to volunteer in the community.	I	2	3	4	5
24. I can solve work problems with new or creative ideas.	I	2	3	4	5
25. If others need to make important decisions at work, they do not need to consult me.	I	2	3	4	5
26. I want to know about others' career goals.	I	2	3	4	5
27. I do what I can to make others' jobs easier.	1	2	3	4	5
28. I values honesty more than profits.	ı	2	3	4	5

SERVANT LEADERSHIP SELF-EVALUATION

SCORING GUIDE

Scoring

- 1. Add up the scores on 1, 8, 15, and 22. This is your score for **emotional healing**.
- 2. Add up the scores for 2, 9, 16, and 23. This is your score for creating value for the community.
- 3. Add up the scores for 3, 10, 17, and 24. This is your score for conceptual skills.
- 4. Add up the scores for 4, 11, 18, and 25. This is your score for empowering.
- 5. Add up the scores for 5, 12, 19, and 26. This is your score for helping subordinates grow and succeed.
- 6. Add up the scores for 6, 13, 20, and 27. This is your score for putting subordinates first.
- 7. Add up the scores for 7, 14, 21, and 28. This is your score for **behaving ethically**.

Scoring Interpretation

- High range: A score between 23 and 28 means you strongly exhibit this servant leadership behavior.
- Moderate range: A score between 14 and 22 means you tend to exhibit this behavior in an average way.
- Low range: A score between 8 and 13 means you exhibit this leadership below the average or expected degree.
- Extremely low range: A score between 0 and 7 means you are not inclined to exhibit this leadership behavior at all.

The scores you received on the Servant Leadership Self-Evaluation indicate the degree to which you exhibit these seven behaviors characteristic of a servant leader. You can use the results to assess areas in which you have strong servant leadership behaviors and areas in which you may strive to improve.

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