

CONNECTED PEOPLE

Priority Outcome: Diverse groups work better together to shape community

Grant result: People who are marginalized take on leadership roles in their communities

Metric: Change in leadership role

Day and Sin's Leadership Effectiveness Measure

Fill out the questionnaire below on a 5 point scale: (1=strongly disagree to 5=strongly agree).

Rate the leadership of [Insert Name]:

1. This person is a team leader.
2. This person helps to set the direction of the team in meeting project goals.
3. This person helps to support team members in meeting project goals.
4. This person helps to connect individual contributions with team project goals.
5. This person helps the team learn.

Reichard's Leadership Emergence Scale

This section of the survey contains questions related to your experience in leadership positions outside of work.

1. How frequently you have engaged in the following as part of your duties **outside of work**?

1	2	3	4	5
Never	Yearly	Monthly	Weekly	Daily
_____	a. Taken charge of a special project			
_____	b. Represented a team's position			
_____	c. Presented results of a special project to members of an organization			
_____	d. Planned or coordinated a special event			
_____	e. Coached/mentored others			

2. Since high school and excluding any work-related roles, have you held any leadership positions in any of the following areas? CHECK ALL THAT APPLY

- a. _____ Church/Religious Group
- b. _____ City-based Organization (City Council, Chamber of Commerce)
- c. _____ Community Service Group
- d. _____ Social Awareness Organization
- e. _____ Social/Recreational Club
- f. _____ Academic/Educational
- g. _____ Military
- h. _____ Political
- i. _____ Sports organization
- j. _____ Other volunteer organization
- k. _____ Business Based Organization (e.g. Chamber of Commerce, Business Societies)
- l. _____ International Organization

3. What is the maximum number of people you have supervised outside of work? _____

4. What percentage of time OUTSIDE OF WORK do you spend supervising one or more people? _____

5. Leadership positions (outside of work)

Please list all leadership positions or offices you have held since high school.

6. On average, how many hours per month do you participate in all forms of community service? _____

7. I have NEVER led a group (at work or outside of work, formal or informal).

1=True or 2=False

Day, D. V., Sin, H.-P. (2011) *Longitudinal tests of an integrative model of leader development: Charting and understanding developmental trajectories*. The Leadership Quarterly 22 (2011) 545–560.

Reichard, R. J., Riggio, R. E., Guerin, D. W., Oliver, P. H., Gottfried, A. W., Gottfried, A. E. (2011). *A longitudinal analysis of relationships between adolescent personality and intelligence with adult leader emergence and transformational leadership*. The Leadership Quarterly 22 (2011) 471–481.