

LEADERSHIP FLEXIBILITY SCALE (LFS)

LFS evaluates the degree of flexibility and responsiveness needed for success in the 21st century workplace. Survey results should only be used for development purposes.

DIRECTIONS: To take the **LFS (Abbreviated Version)**, please use the scale below to rate each item. Then calculate your Leadership Flexibility Score by adding up all your responses.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5

1. **Contingent Leadership:** I adapt my leadership style to fit the needs of my employees or team. _____
2. **Active Listening:** I carefully listen to what people say and what they do not say. _____
3. **Suspending Judgment:** I regularly practice stepping into other people’s shoes to see situations from their point of view. _____
4. **Empowerment:** I regularly turn over power and authority to my team. _____
5. **Performance Feedback:** I meet every week with members of my team to discuss progress toward performance goals. _____
6. **Performance Process:** I always evaluate individual performance based on results rather than face time. _____
7. **Continuous Learning:** I regularly promote an environment of continuous learning and feedback. _____
8. **Values Diversity:** I regularly promote an inclusive work environment that values diversity. _____
9. **Change Agent:** I frequently challenge the status quo and champion new initiatives. _____
10. **Self-Development:** I actively pursue opportunities for personal growth and career development. _____
11. **Work-Life Needs:** I role model work-life balance for my team. _____
12. **Relationship Builder:** I always develop relationships with others and use my informal networks. _____
13. **Motivation & Rewards:** I motivate and reward each member of my team differently based on their unique personalities. _____

TOTAL: _____

SCORE RESULTS

- 13 – 30:** You demonstrate a low degree of leadership flexibility. Select 5 areas to improve and create a development plan.
- 31 – 47:** You demonstrate a moderate degree of leadership flexibility. Select 3 areas to improve and create a development plan.
- 48 – 65:** You demonstrate a high degree of leadership flexibility. It is crucial to keep learning, growing, and finding new ways to adapt and adjust.