Leadership Personality Questionnaire (DLPQ)

Preparation Guide

The Leadership Personality Questionnaire (DLPQ) is a personality inventory developed by examining the common personality traits observed in the three most common leadership styles (transformational, transactional, and passive leadership) and the predominant traits responsible for self-leadership. Transformational leaders look towards changing the future to inspire followers and accomplish goals, whereas transactional leaders prefer maintaining the status quo. Passive leaders tend to not provide leadership to others, showing a preference for letting the followers decide for themselves. Self-leadership focus on the ability to be a leader to yourself

The DLPQ focuses on a wide range of traits associated with numerous measures of adaptive behaviors, composure, fearlessness, focus, extroversion, management, organization, and emotional comprehension.

Key traits assessed by the DLPQ

Transformational Leadership	Transactional Leadership	Self-leadership	Passive Leadership
Building Trust	Individualism	Self-rewarding	Avoiding Involvement
Delegating Responsibilities	Extrinsically Motivated	Self-observation	Crisis Manager
Encourage Followers	Emphasis on Corporate Structure	Setting Goals	+9 additional traits

Completing the Questionnaire

While you are completing the DLPQ, keep in mind that there are no correct or incorrect answers. Similarly, there are no "good" or "bad" traits; some traits are simply more associated with success for specific roles. Here are some tips to help you complete the DLPQ more efficiently:
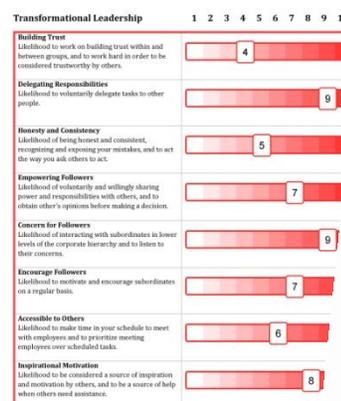
1) You will be asked to rate your answer on a 6-point scale ranging from "Strongly Disagree" to "Strongly Agree".

2) Complete the questionnaire when you feel alert, rested, and are free from potential interruptions.

3) Click on the appropriate case to select a response. Your must respond to all statements to submit your questionnaire.

4) Carefully follow the instructions at the beginning of the questionnaire. Sometimes, you will be asked to think whether a particular statement applies to you in general. Other times, you will be asked to answer a statement from a school/work perspective.

5) Be careful with negatively worded statements. You will sometimes read very similar statements, but worded differently (e.g. "I am very fast" and "I am *not* very fast").

6) Try to discriminate as much as possible by using the full range of options on the 6-point scale to reflect, as closely as possible, your thoughts toward each statement.

7) Avoid trying to select responses that you think are the most desirable, or responses of how you would like to be in the future.
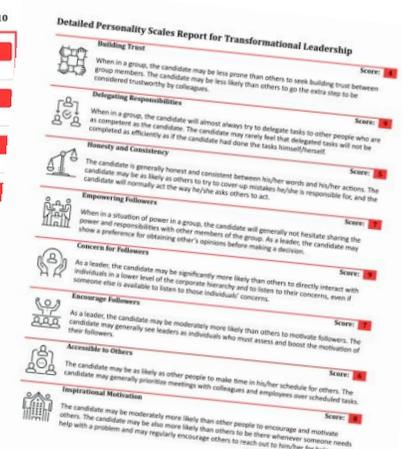
Consulting your Report

Each report provides powerful and detailed information in an easy-to-read format. You will find:

□ General information about the test
□ An overview of each personality trait
□ A complete explanation of each trait score

Our results are instant, allowing you to review a candidate's score as soon as they have completed the assessment.