

Scoring Key

Individual Consideration

2. Consider each staff member as an individual
13. Recognise that different staff have different needs
23. Mentor individual staff to help them improve their performance
25. Care about individual staff needs

Inspirational Motivation

3. Talks in a way that makes staff believe that goals will be achieved
5. Talks enthusiastically about what needs to be accomplished
26. Talk optimistically about the School's prospects
27. Inspire staff to do the best they can

Intellectual Stimulation

1. Try to help staff to work out how to solve problems
7. Get staff to re-think the way they do things
9. Show staff how to look at difficulties from a new angle
17. Challenge staff to think about problems in new ways

High Performance Expectations

11. Expect a lot from staff
15. Expect staff to achieve high standards
18. Will not settle for second best
24. Always expect staff to do their best

Contingent Reward

4. Gives special recognition when staff do very good work
6. Gives praise when staff do good work
8. Praises staff when they show improvement
22. Always recognises staff achievements

Fostering Acceptance of Group Goals

10. Encourages staff to be team players
12. Develop a strong School attitude and spirit among staff members
19. Get the School to work together for the same goal

Appropriate Role Model

14. Lead by example
16. Lead from the front whenever I can
20. Lead by "doing" rather than simply "telling"
21. Provide a good role model for staff to follow