



How Do You Measure Leadership?

Leadership and Culture Change (2015).
Journal of Organizational Behavioral Management, 35(1-2).

Most Leaders
are measured by

Ambiguous Criteria

Are they charismatic?

Did they show commitment?

What is their attitude?

How intuitive are they?

Can we make these
measures more
objective?

YES!



Leadership can be
measured by looking at
the behaviors of the
people who work for
the leader

Measure Leaders
by their impact
on others

Communicates
which behaviors
and results are
critical

Provides
adequate resources
for people to
perform

Demonstrates a
balance of
managing people
vs.
leading people

Gives and receives
behavioral
feedback

**How does your
leadership measure up?**

Look to the behavior
of the people around you.

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