

## CLA – wording relating to INSTRUCTIONS FOR COMPLETING Actual & Ideal

### Instructions for ACTUAL

In the following survey, you will be evaluating the collective leadership within your organization. Please try to describe the organization's leadership as a **whole**. **There may be many factors that influence your overall experience of leadership. Describe the behaviour that is having the most influence** on your work experience. Different managers have different styles and methods of interaction. If, for example, two different managers have contrasting leadership styles, and both are having an influence on the leadership culture, then use this survey to describe both sets of behaviour. Your task is to describe the leadership behaviours that are most commonly practiced, encouraged, or allowed by leaders within your organization.

Please rate how strongly you agree or disagree with each statement on the survey. Answer each statement on a scale of 1-15 where 1 means you "Very Strongly Disagree" with that statement and 15 means you "Very Strongly Agree" with that statement. This is a very wide scale and allows you to describe wide ranges of behaviour. Only use the extreme ends of the scale ("Very Strongly") to describe extremely positive or negative behaviour.

LEAD IN wording:

**I feel the organizational leaders ...**

### Instructions for IDEAL

In the next part of the survey please describe your desired collective leadership. Answer each question as you would if the leadership culture were exactly the way you want it. Describe the collective leadership that would be optimal for your organization—one that would allow it to thrive in the current and future environment.

Please rate how strongly you agree or disagree with each statement on the survey. Answer each statement on a scale of 1-15 where 1 means you "Very Strongly Disagree" with that statement and 15 means you "Very Strongly Agree" with that statement. This is a very wide scale and allows you to describe wide ranges of behaviour. Only use the extreme ends of the scale ("Very Strongly") to describe extremely positive or negative behaviour.

LEAD IN wording:

**In MY IDEAL organization the leaders ...**