



# INSPIRATIONAL LEADERSHIP SURVEY

The Inspirational leadership survey (ILS) is the only profiling tool in the world that captures the leadership style and the mindset of inspirational people. The traits of inspirational leaders can be divided into two factors. **Individual personal traits** and **interpersonal traits**, together they characterise the inspirational personality.

## **Brief definitions of an Inspirational Leader**

### **Individual Personal Traits**

**This reflects the Inspirational leader to motivate and transcend themselves from their current preoccupations.**

**(1) Desire to achieve success**

You have an insatiable desire to constantly improve your performance levels and achieve success.

**(2) Determined to achieve goals**

You are inherently and proactively motivated to achieve goals that relate to competence, performance and success.

**(3) Passionate about work**

You have an intense feeling of love for your occupation you show intense enthusiasm and energy when you communicate goals, beliefs, interests or ideas you have strong feelings for.

**(4) Committed to achieving a goal**

You are a person who has a strong psychological attachment to your vision and goals.

**(5) Hardworking**

You are a person who is reliable, creative and pursues new skills and opportunities.

### **Relationship Interpersonal Traits**

**This reflects the Inspirational leader ability to evoke and motivate others to transcend themselves from their current preoccupations.**

**(1) Someone who offers stability and direction**

You provide people with opportunities to follow a path that gives meaning to their working life.

**(2) A person who gives hope to others around you**

You give people the courage and faith to be upbeat about their future.

**(3) A person who gives others positive energy**

You evoke the positive energy that motivates others to achieve their goals and fulfil their potential.

**(4) Someone who can instil confidence within people**

You show a strong belief in the strengths and abilities of the people you know.

Test your inspirational leadership abilities by completing the ILS

Read each item carefully. Please draw a circle or highlight a number next to each statement to indicate which you agree or disagree.

|     |  | Disagree | Disagree a little | Neither agree nor disagree | Agree a little | Agree |
|-----|--|----------|-------------------|----------------------------|----------------|-------|
| 1.  | I have the desire to achieve success                               | 1        | 2                 | 3                          | 4              | 5     |
| 2.  | I feel tired most of the time                                      | 1        | 2                 | 3                          | 4              | 5     |
| 3.  | I am determined to achieve my goals                                | 1        | 2                 | 3                          | 4              | 5     |
| 4.  | I am easily knockdown in an argument                               | 1        | 2                 | 3                          | 4              | 5     |
| 5.  | I am passionate about my work                                      | 1        | 2                 | 3                          | 4              | 5     |
| 6.  | I usually find myself worrying about something                     | 1        | 2                 | 3                          | 4              | 5     |
| 7.  | I am committed to achieving success                                | 1        | 2                 | 3                          | 4              | 5     |
| 8.  | I worry about my health  | 1        | 2                 | 3                          | 4              | 5     |
| 9.  | I am hardworking   | 1        | 2                 | 3                          | 4              | 5     |
| 10. | I offer stability and direction to others                          | 1        | 2                 | 3                          | 4              | 5     |
| 11. | I give the people I work with hope and a vision of a better future | 1        | 2                 | 3                          | 4              | 5     |
| 12. | My past experiences have prepared me well for my future            | 1        | 2                 | 3                          | 4              | 5     |
| 13. | I give people confidence   | 1        | 2                 | 3                          | 4              | 5     |
| 14. | I inspire and give the people I work with energy                   | 1        | 2                 | 3                          | 4              | 5     |

### **Scoring**

Your score regarding your individual personal traits is derived by summing items # 1, 3, 5, 7 and 10.

Your score regarding your interpersonal traits is derived from summing items # 10, 11, 13, and 14.

Calculate your scores for individual personal traits and interpersonal traits by adding up your chosen numbers.

Individual Personal Traits Score:

Interpersonal Traits Score:

### **Interpretations:**

**(Less than 10):** Low scores on personal skills mean you are in a job that is not challenging. You are experiencing either boredom or anxiety in the working environment. You do not find the job fun or rewarding. You have very few flow experiences. This means you will be unhappy and have poor mental health.

**(More than 20):** High scores on personal skills mean you find the job challenging and rewarding. You are happy in the workplace. You will encounter many flow experiences resulting in high levels of performance and productivity. You are motivated by the desire to reach your full potential. You will have good mental health.

**If you get a score that is less than 20 you require coaching. Click here**  
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**(Less than 10):** Low scores on interpersonal skills, means you do not engage with your colleagues, you do not have a connection with them and may feel isolated. It may also mean you do not care about the needs of your colleagues and have very little empathy for them. You may also find your colleagues boring or threatening.

**(More than 15):** High scores on interpersonal skills, means you care for your colleagues and have a high level of empathy for their needs and wellbeing. You are motivated to help others achieve their full potential and will be a great source of support. You will provide inspiring thoughts and encouragement to your colleagues and display altruistic behaviour.

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**Our inspirational leadership training programme helps you change your leadership style and optimise your leadership potential. Start your training journey with us!**