

The Leadership Battery®

Developing resonant leadership and strong, positive relationships throughout an organization is an effortful process and a good investment. The Leadership Battery® provides a framework for developing self-awareness. Self-awareness is a foundational skill for resonant leadership and relationship development. The Leadership Battery® is a set of assessment instruments custom-compiled into a battery for clients by Debra Nelson and James Campbell Quick. A given battery includes a range of assessments, such as the Myers-Briggs Type Indicator® (MBTI) that is discussed in Chapter 8 of *Preventive Stress Management in Organizations, Second Edition*. In addition, the Fundamental Interpersonal Relations Orientation–Behavior (FIRO-B) to assess interpersonal needs can be used especially in the context of team building. Self-Reliance Inventory (SRI) provides information about attachment styles in forming and maintaining relationships (Joplin, Nelson, & Quick, 1999). The Emotional Competence Inventory (ECI) assesses emotional and social competencies in a 360 degree format (Boyatzis, Goleman, & Rhee, 2000). Avolio’s Multifactor Leadership Questionnaire (MLQ) assesses the full range of leadership skills in a 360 degree format, from transformational leadership through transactional leadership to coercive leadership. The assessment and feedback process provides a leader with information for use in raising self-awareness leading to intentional change and purposeful development.

Myers-Briggs Type Indicator (MBTI)

The Myers-Briggs Type Indicator® (MBTI) is a widely used personality instrument useful to professionals in counseling with the goal of discovering psychological preferences, optimal career families, and potential employment opportunities (Kennedy & Kennedy, 2004).

Available from [CPP](#).

Approximate completion time: 25–35 min

Fundamental Interpersonal Relations Orientation–Behavior (FIRO-B)

The Fundamental Interpersonal Relations Orientation–Behavior (FIRO-B) is a personality tool that assesses how a person will act towards others, and how they would like others to behave toward them. It assesses interpersonal style on three different levels. Those levels are inclusion, control, and affection/openness. These three levels measure how much interaction a person wants in the areas of socializing, leadership and responsibilities, and more intimate personal relations. The FIRO-B is currently used for a wide variety of studies on personality in various fields (Siegel & Schultz; 2011; Farley, Timme, & Hart, 2010)

Available from [CCP](#).

Approximate completion time: 20 min

The Emotional Competence Inventory (ECI)

The Emotional Competence Inventory (ECI) is a measure of emotional intelligence competencies (Boyatzis, & Sala, 2004). The ECI is a 360-degree tool designed to assess and evaluate the emotional competencies of individuals and organizations. The emotional competencies are based on those found by Dr. Daniel Goleman in *Working with Emotional Intelligence* (1998), and on other competencies such as Hay/McBer's *Generic Competency Dictionary* (1996), and Dr. Richard Boyatzis's Self-Assessment Questionnaire (SAQ; Boyatzis, 1994; Boyatzis, Cowen, & Kolb, 1995).

Found in Boyatzis, R. E., & Sala, F. (2004). The emotional competence inventory (ECI). In G. Geher (Ed.), *Measuring emotional intelligence: Common ground and controversy* (pp. 147–180). New York, NY: Nova Science Publishers.
*Approximate completion time: 25 min**

* Time estimates are for the self-report. This is a multirater feedback instrument. The other raters will need about the same amount of time.

Multifactor Leadership Questionnaire (MLQ)

The Multifactor Leadership Questionnaire (MLQ) measures leadership types. The MLQ finds characteristics of a transformational leader and helps individuals to discover how they compare in their own eyes, and in the eyes of those who work for them. Retesting programs track changes in leadership style and measures change.

Available from [MindGarden](#).

Approximate completion time: 15 min *

* Time estimates are for the self-report. This is a multirater feedback instrument. The other raters will need about the same amount of time.

Self-Reliance Inventory (SRI)

There is increasing evidence that social relationships have an important effect on health and life expectancy. Self-reliance is a personality attribute related to how people form and maintain supportive attachments with others. Self-reliance was originally based in attachment theory. Attachment theory is a theory about normal human development.

The Self-Reliance Inventory (SRI) is a 16 item questionnaire designed to measure Counterdependence, Self-Reliance, and Overdependence. The questions relate to how someone will form relationships with people at work, at home, and in other areas of one's life.

Found in Joplin, J. R. S., Nelson, D. L., Quick, J. C., & Quick, J. D. (2003). *The Self-Reliance Inventory*. Arlington, TX: The University of Texas at Arlington.

Approximate completion time: 10 min

References

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