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Czech Leadership Questionnaire (CLQ)

The questionnaire contains 32 statements that describe how a person in a leadership position might behave. For each statement rate on the seven-point scale (never - always) to what extent is your leader has displayed these behaviours. Follow your specific experience with her/him.

1 They keep their promises.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
2 They avoid dealing with serious issues.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
3 They express confidence in the team's success.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
4 They act only when things are not being resolved on their own.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
5 They ask subordinates for their own ideas.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
6 They monitor everything personally.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
7 They are interested in the feelings of all subordinates.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
8 They reward accomplished quality work.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
9 They tell the truth.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
10 They avoid expressing clear opinion.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
11 They demonstrate desire to achieve team goals.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
12 They manage problems only when they threaten the entire team.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
13 They give subordinates the opportunity to voice concerns.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
14 They demand adherence to the established methods and goals.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
15 They demonstrate understanding towards each subordinate.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
16 They provide feedback to the subordinates.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
17 They take responsibility for the team.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
18 They are missing in situations that require their presence.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
19 They talk optimistically about the future.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
20 They try to solve only those problems that do not diminish on their own.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
21 They provide an opportunity for subordinates to use their skills and abilities.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
22 They ask subordinates to continuously inform them about progress on given task.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
23 They treat each subordinate individually with regard to their unique situation.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
24 They express satisfaction when expectations are met.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
25 They do what they say.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
26 They avoid solving problems.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
27 They demonstrate the work of our team is meaningful.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
28 They avoid solving problems until they become serious.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
29 They create an environment for employees to implement their ideas.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
30 They check adherence to established procedures and rules.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
31 They ask subordinates about their needs.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)
32 They set rewards in advance for achieving goals.	1(never) / 2 / 3 / 4 / 5 / 6 / 7 (always)

1, 9, 17, 25 Idealized influence
 3, 11, 19, 27 Inspirational motivation
 5, 13, 21, 29 Intellectual stimulation
 7, 15, 23, 31 Individualized consideration
 8, 16, 24, 32 Contingent rewards
 6, 14, 22, 30 Leadership by exceptions - active
 4, 12, 20, 28 Leadership by exceptions - passive
 2, 10, 18, 26 Laissez-faire leadership