

Citation (original Czech version): PROCHÁZKA, Jakub, Martin VACULÍK a Petr SMUTNÝ. Czech leadership questionnaire: The development of a Czech questionnaire of transformational leadership. In Jedlicka, P.. Hradec Economic Days 2016. Hradec Kralove: University of Hradec Kralove, 2016. s. 848-854, 7 s. ISBN 978-80-7435-636-0.
 Citation (English translation): PROCHÁZKA, Jakub, Adam TÁBORSKÝ. Czech leadership questionnaire: Adaptation to English. Unpublished manuscript, Brno: Masaryk University, 2017.

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