University of Miami

From the SelectedWorks of Terri A. Scandura

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Leader-Member Exchange (LMX) Scale

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Leader-Member Exchange (LMX7)

The following questions ask about $\underline{\text{your relationship with your immediate boss}}$, i.e. $\underline{\text{the person you report to}}$. Circle your answer.

	1	2	3	4	5
	Rarely	Occasionally	Sometimes	Fairly often	Very often
ow w	vell does he/she under	stand your job p	roblems and needs?	?	
	1	2	3	4	5
	Not a bit	A little	A fair amount	Quite a bit	A great deal
łow w	vell does he/she recog	nize your potent	ial?		
	1	2	3	4	5
	Not at all	A little	Moderately	Mostly	Fully
e/she	would use his/ her po	wer to help you			
e/she	1 None	2 Small	3 Moderate	4 High	5 Very high
Again,	1	2 Small	3 Moderate athority he/she has,	High	Very high
gain,	None regardless of the amount," at his/ her expense	2 Small ount of formal au	3 Moderate	High what are the chan	Very high
Again, ou ou	1 None regardless of the amout," at his/ her expense 1 None enough confidence in o?	2 Small ount of formal au ? 2 Small him/her that I w	3 Moderate athority he/she has, 3 Moderate yould defend and ju 3	High what are the chan 4 High stify his/ her deci	Very high tices that he/she work 5 Very high sion if he/she were
again, ou ou have	1 None regardless of the amout," at his/ her expense 1 None enough confidence in o?	2 Small punt of formal au ?? 2 Small him/her that I w	3 Moderate athority he/she has, 3 Moderate yould defend and ju	High what are the chan 4 High stify his/ her deci	Very high ces that he/she wor 5 Very high sion if he/she were
Again, ou ou have o do s	1 None regardless of the amout," at his/ her expense 1 None enough confidence in o?	2 Small Dunt of formal au 2 Small him/her that I w 2 Disagree	3 Moderate athority he/she has, 3 Moderate yould defend and ju 3 Neutral	High what are the chan 4 High stify his/ her deci 4 Agree	Very high tices that he/she work 5 Very high sion if he/she were
Again, ou ou have o do s	1 None regardless of the amout," at his/ her expense 1 None enough confidence in o? 1 Strongly disagree	2 Small Dunt of formal au 2 Small him/her that I w 2 Disagree	3 Moderate athority he/she has, 3 Moderate yould defend and ju 3 Neutral	High what are the chan 4 High stify his/ her deci 4 Agree	Very high tices that he/she work 5 Very high sion if he/she were

Supervisor Leader-Member Exchange (SLMX7)

Think about <u>your relationship with the following member(s) of your staff.</u> Indicate the extent to which you disagree or agree with each statement using the 1-5 scales below with respect to each of the staff listed. Circle your answer.

Statement	Staff	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Regardless of how much power I	Name 1	1	2	3	4	5
have built into my position, I	Name 2	1	2	3	4	5
would be personally inclined to use my power to help him/her solve problems in his/her work.	Name 3	1	2	3	4	5
I would be willing to "bail out"	Name 1	1	2	3	4	5
him/her, even at my own	Name 2	1	2	3	4	5
expense, if he/she really needed it.	Name 3	1	2	3	4	5
I think that I recognize his/her	Name 1	1	2	3	4	5
potential.	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
I have enough confidence in	Name 1	1	2	3	4	5
him/her that I would defend and	Name 2	1	2	3	4	5
justify his/her decisions if he/she were not present to do so.	Name 3	1	2	3	4	5
		Not a bit	A little	A fair	Quite a	A great
Statement	Staff			amount	bit	deal
I think that I understand his/her	Name 1	1	2	3	4	5
problems and needs.	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
		Rarely	Occasionally	Sometimes	Fairly	Very
Statement	Staff				often	often
I usually let him/her know where	Name 1	1	2	3	4	5
he/she stands with me.	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5

Statement	Staff	Extremely ineffective	Worse than average	Average	Better than average	Extremely effective
How would you describe your	Name 1	1	2	3	4	5
working relationship with	Name 2	1	2	3	4	5
him/her?	Name 3	1	2	3	4	5

Note: Enter the names of the staff members after you receive LMX7 forms from them. If more than 3, add names to the form.

Citations:

Scandura, T. A. & Graen, G. B. (1984). The moderating effects of initial leader-member exchange status on the effects of a leadership intervention. <u>Journal of Applied Psychology</u>, 69, 428-436.

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