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From the SelectedWorks of Terri A. Scandura

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Leader-Member Exchange (LMX) Scale

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SELECTEDWORKS™

Leader-Member Exchange (LMX7)

The following questions ask about **your relationship with your immediate boss**, i.e. **the person you report to**. Circle your answer.

1. Do you know where you stand with him/her... do you usually know how satisfied he/she is with what you do?

1	2	3	4	5
Rarely	Occasionally	Sometimes	Fairly often	Very often

2. How well does he/she understand your job problems and needs?

1	2	3	4	5
Not a bit	A little	A fair amount	Quite a bit	A great deal

3. How well does he/she recognize your potential?

1	2	3	4	5
Not at all	A little	Moderately	Mostly	Fully

4. Regardless of how much formal authority he/she has built into his/ her position, what are the chances that he/she would use his/ her power to help you solve problems in your work?

1	2	3	4	5
None	Small	Moderate	High	Very high

5. Again, regardless of the amount of formal authority he/she has, what are the chances that he/she would "bail you out," at his/ her expense?

1	2	3	4	5
None	Small	Moderate	High	Very high

6. I have enough confidence in him/her that I would defend and justify his/ her decision if he/she were not present to do so?

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly agree

7. How would you characterize your working relationship with him/her?

1	2	3	4	5
Extremely ineffective	Worse than average	Average	Better than average	Extremely effective

Supervisor Leader-Member Exchange (SLMX7)

Think about **your relationship with the following member(s) of your staff.** 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 have built into my position, I would be personally inclined to use my power to help him/her solve problems in his/her work.	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
I would be willing to "bail out" him/her, even at my own expense, if he/she really needed it.	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
I think that I recognize his/her potential.	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
I have enough confidence in him/her that I would defend and justify his/her decisions if he/she were not present to do so.	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
Statement	Staff	Not a bit	A little	A fair amount	Quite a bit	A great deal
I think that I understand his/her problems and needs.	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	Name 3	1	2	3	4	5
Statement	Staff	Rarely	Occasionally	Sometimes	Fairly often	Very often
I usually let him/her know where he/she stands with me.	Name 1	1	2	3	4	5
	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 working relationship with him/her?	Name 1	1	2	3	4	5
	Name 2	1	2	3	4	5
	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. Journal of Applied Psychology, 69, 428-436.

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