Item Content for Leader-Member Exchange (LMX-7 and SLMX-7)

**Leader-Member Exchange (LMX):**

LMX1  How well do you feel that your manager understands your problems and needs?

LMX2  How well do you feel that your manager recognizes your potential?

LMX3  Regardless of how much formal authority your manager has built into his/her position, what are the chances that he/she would be personally inclined to use power to help you solve problems in your work?

LMX4  Again, regardless of the amount of formal authority your manager has, to what extent can you count on him/her to “bail you out” at his/her expense when you really need it?

LMX5  How would you characterize your working relationship with your manager? (Extremely ineffective – Extremely effective)

LMX6  My manager has enough confidence in me that he/she would defend and justify my decisions if I am not present to do so.

LMX7  Do you know where you stand… do you know how satisfied your manager is with what you do?

**Supervisor Leader-Member Exchange (SLMX):**

SLMX1  How well do you understand this manager’s problems and needs?

SLMX2  How well do you feel that you recognize this manager’s potential?

SLMX3  Regardless of how much formal organizational authority you have built into your position, what are the chances that you would be personally inclined to use power to help this manager solve problems in his/her work?

SLMX4  Again, regardless of the amount of formal authority you have, to what extent can he/she count on you to “bail him/her out” when he/she really needs it?

SLMX5  How would you characterize your working relationship with this manager? (Extremely ineffective – Extremely effective)

SLMX6  I have enough confidence in this manager that I would defend and justify his/her decisions if he/she were not present to do so.

SLMX7  Does this manager usually feel that he/she knows how satisfied you are with what he/she does?

Scandura, T.A. & Schrieshiem, C.A., Leader-member exchange and supervisor career mentoring as complementary constructs in leadership research, Academy of Management Journal, 37, 1588-1602.