

Compassionate Leadership Scale

Question Text: Please answer the following questions by indicating the extent to which you agree or disagree with how the statement describe the person you identify as your leader.

Empathy

1. My leader understands my perspective.
2. My leader responds to me in a way that conveys he/she cares.
3. My leader is able to empathize with things that challenge me.
4. My leader is able to put him/herself in my shoes when dealing with situations.

Integrity

1. I can trust my leader to be honest with me.
2. My leader does what they say they are going to do.
3. My leader has strong principles that guide their approach.
4. My leader is a person of integrity.

Presence

1. My leader listens to me.
2. My leader stays present in the moment when we are working.
3. My leader focuses on what I am saying.
4. My leader focuses on the task at hand.

Dignity

1. I feel respected by my leader.
2. I feel acknowledged at work by my leader.
3. My leader recognizes the contributions I make.
4. My leader treats me in ways that uphold my dignity.

Authenticity

1. My leader is able to express himself/herself in a genuine way.
2. I am able to truly be myself in my interactions with my leader.
3. I feel like I know my leader as a person.
4. My leader promotes openness in their work relationships.

Accountability

1. My leader holds me accountable for my work.
2. My leader defines my work expectations clearly.
3. I get helpful feedback from my leader about the quality of my work.
4. My leader addresses difficult issues quickly.

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