



Strategic Leadership Type Indicator

SLTi

Feedback Instrument—
(Direct Report)

Name of Leader being assessed: _____

You have been asked to participate in an assessment of the above individual. Your best effort in this exercise can be of great benefit to both this individual and your organization. Your feedback will be kept anonymous, unless otherwise agreed to.

- Step One:** Make sure you have the proper *Feedback Instrument*. You should be a **direct report** of this individual.
- Step Two:** Turn the page and begin the instrument when directed to. If you are working on your own, begin when ready.
- Step Three:** Upon completing your *Feedback Instrument*, do **NOT** score your Answer Sheet. Return all materials to the leader you are assessing or the program facilitator, as directed.

INTRODUCTION

The *Strategic Leadership Type Indicator* (SLTi) helps leaders understand their own patterns of responses to varied leadership contexts and shows them how they can respond more effectively in the future. The cases in the SLTi are designed to reflect common leadership contexts and challenges in the modern workplace. There are always alternative ways for leaders to respond, and the SLTi helps leaders explore and evaluate these options.

You have been chosen to participate in assessing this individual as their direct report. Your feedback can be of great value to both this individual and your organization.

DIRECTIONS

There are a total of 16 case studies. In each case, you are asked to read descriptions of possible responses and decide how likely the individual you are assessing would be to choose that response. Please be as accurate as possible. You need to provide an answer for *each* item A, B, C, and D.

Use the SLTi Answer Sheet to record your answers. When you have answered all of the items, return the unscored Answer Sheet to the program facilitator or the individual you are assessing, as directed.

The SLTi rating scale is shown below.

RATING SCALE: {How likely would this individual be to perform this way?}

Definitely Not	Probably Not	Possibly	Probably	Definitely
1	2	3	4	5

EXAMPLE CASE

The leader is in a building with a strong smell of smoke. His goal is to make sure his employees are safe. Will he...

- A. Pull the fire alarm?
- B. Look for the source?
- C. Fight the fire himself?
- D. Leave the building without telling anyone?

Answer Sheet

1. A.	1	2	3	4	5
B.	1	2	3	4	5
C.	1	2	3	4	5
D.	1	2	3	4	5

Remember: If you believe the individual you're assessing could just as likely choose one response as the other, you can rate them equally. It does not matter how you rated any other response.

How you would respond to the situation should have no bearing on your ratings.

SLTi Feedback Instrument—Direct Report

RATING SCALE:

1

Definitely Not

2

Probably Not

3

Possibly

4

Probably

5

Definitely

CASE 1.

The leader has just received surprising information that requires the leader's group to take a new approach right away. The leader knows the group members are good enough to handle the changes, but they may feel anxious about it at first. Will this leader...

- A. Ask each of them to talk about any personal concerns or anxieties they feel and help those whose concerns are serious?
 - B. Develop a detailed, careful new plan, let each employee know what their new role is, then follow up to check on how well they are doing?
 - C. Share the information with them and ask them to come up with a new plan for themselves?
 - D. Plan any needed changes with them, and then supervise them through a series of detailed steps in order to make sure they handle the changes correctly?
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