

Shared Leadership Survey

Intended Audience: Any team

Purpose: This 20-item measure helps teams assess their overall level of shared leadership. Items span four domains of shared leadership: Collaboration, Vision, Delegation, and Culture.

Instructions: Administer the following survey to all group members. Once all members have responded, average their scores by item and by domain to get an idea of the group's sentiment. Consult the key below the blank version in order to see which items fall into each domain.

Citation: Brussow, J.A. (2013). Shared Leadership Measure. Lawrence, KS: Center for Research on Learning, University of Kansas. Copyright 2013 by the Center for Research on Learning, University of Kansas.

Item	Score <i>(1 = strongly disagree, 3= neutral, 5 = strongly agree)</i>
I collaborate regularly with my team members to achieve goals.	1 2 3 4 5
My team has a shared vision with agreed-upon goals.	1 2 3 4 5
The formal leaders in my team are willing to delegate some control to informal leaders.	1 2 3 4 5
Our team members trust each other to work effectively and get the job done.	1 2 3 4 5
I understand my team's purpose and goals.	1 2 3 4 5
When major decisions must be made, team members are involved in the decision process in a meaningful way.	1 2 3 4 5
Each team member's unique expertise is valued and utilized.	1 2 3 4 5
When I think of leadership, I think of a shared mission to learn and construct knowledge collaboratively.	1 2 3 4 5
I have an excellent rapport with at least two other team members.	1 2 3 4 5
When a new task arises, leadership responsibilities are determined by members' strengths, not by formal titles.	1 2 3 4 5
I feel confident taking on leadership responsibilities in this team.	1 2 3 4 5
If the team's chairperson left, the team would continue to make progress toward its goals.	1 2 3 4 5
When team members work together as leaders, they share beliefs, values, and goals.	1 2 3 4 5
As a leader in the team, I have responsibilities in multiple roles/positions.	1 2 3 4 5
All members of my team value collective efficacy.	1 2 3 4 5
I know what strengths and skills each of the other team members possesses.	1 2 3 4 5
In addition to the team's formally designated leaders, I can identify at least two other team members who act as informal leaders.	1 2 3 4 5
The leadership roles available in my group result from the needs arising from our goals.	1 2 3 4 5
I feel that every other team member has a capacity for leadership.	1 2 3 4 5
Multiple people are trusted with information and decision-making for every activity our group undertakes.	1 2 3 4 5

Key

Domain	Item	Score (1 = strongly disagree, 3 = neutral, 5 = strongly agree)
Collaboration	I collaborate regularly with my team members to achieve goals.	1 2 3 4 5
Vision	My team has a shared vision with agreed-upon goals.	1 2 3 4 5
Delegation	The formal leaders in my team are willing to delegate some control to informal leaders.	1 2 3 4 5
Culture	Our team members trust each other to work effectively and get the job done.	1 2 3 4 5
Vision	I understand my team's purpose and goals.	1 2 3 4 5
Delegation	When major decisions must be made, team members are involved in the decision process in a meaningful way.	1 2 3 4 5
Culture	Each team member's unique expertise is valued and utilized.	1 2 3 4 5
Culture	When I think of leadership, I think of a shared mission to learn and construct knowledge collaboratively.	1 2 3 4 5
Collaboration	I have an excellent rapport with at least two other team members.	1 2 3 4 5
Delegation	When a new task arises, leadership responsibilities are determined by members' strengths, not by formal titles.	1 2 3 4 5
Culture	I feel confident taking on leadership responsibilities in this team.	1 2 3 4 5
Delegation	If the team's chairperson left, the team would continue to make progress toward its goals.	1 2 3 4 5
Vision	When team members work together as leaders, they share beliefs, values, and goals.	1 2 3 4 5
Delegation	As a leader in the team, I have responsibilities in multiple roles/positions.	1 2 3 4 5
Culture	All members of my team value collective efficacy.	1 2 3 4 5
Collaboration	I know what strengths and skills each of the other team members possesses.	1 2 3 4 5
Collaboration	In addition to the team's formally designated leaders, I can identify at least two other team members who act as informal leaders.	1 2 3 4 5
Vision	The leadership roles available in my group result from the needs arising from our goals.	1 2 3 4 5
Collaboration	I feel that every other team member has a capacity for leadership.	1 2 3 4 5
Delegation	Multiple people are trusted with information and decision-making for every activity our group undertakes.	1 2 3 4 5