Leader Attributes Inventory (LAI)

by James Lani

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The Leader Attributes Inventory (LAI) measures the degree to which individuals possess each of 37 attributes (characteristics, knowledge, skills, and values possessed by individuals) that predispose successful leadership performance as a leader in vocational education.

The Leader Attributes Inventory (LAI) instrument comes in a Self-Rating Form and an Observer-Rating Form. Each form takes about 15 minutes to complete. Each item is a positive statement of a different attribute accompanied by a 6-point response scale which describes the extent to which the rater believes the person being rated (ratee) possesses the attribute. The response scale ranges from 1 (very undescriptive) to 6 (very descriptive). The Leader Attributes Inventory can be used for an assessment of leader attributes at a point in time, to measure change in leader attributes over time, or to evaluate the impact of leadership development programs.

Authors

Moss, J., Jr., & Liang, T

Reliability of Scale(s)

Tests of the Leader Attributes Inventory (LAI) showed that its reliability as a self-report, when assessed in terms of response consistency, was satisfactory. The Leader Attributes Inventory (LAI) has also demonstrated evidence of test-retest reliability, internal consistency, and interrater reliability. (Liang, 1990; Moss, Johansen, & Preskill, 1991; Moss, Lambrecht, & Jensrud, 1994).

Validity of Scale(s)

Face and content validity have been reported for the Leader Attributes Inventory (LAI) (Finch, Gregson, & Faulkner, 1991; Moss, et al., 1992). Evidence indicates that the 37 leader attributes in the Leader Attributes Inventory are actually used by vocational educators and others (Bensen, 1994) who are engaged in successful leadership activities. Two studies (Liang, 1990; Moss, Johansen, & Preskill, 1991) showed high correlation coefficients when the Leader Attributes Inventory was compared to another leadership measurement tool. Two other studies (White, Asche, & Fortune, 1992; Migler 1991) showed a strong relationship between Leader Attributes Inventory scores and current effectiveness as a leader. The Leader Attributes Inventory also appears to have high construct validity; its 37 attributes have been shown empirically to be highly related to the six leadership tasks which compromise the operational
definition of the conceptualization of leadership of the National Center for Research in Vocational Education.

**Where to Purchase**

[Click here to purchase Leader Attributes Inventory instrument.](#)

**Administration, Analysis and Reporting**

Statistics Solutions consists of a team of professional methodologists and statisticians that can assist the student or professional researcher in administering the survey instrument, collecting the data, conducting the analyses and explaining the results.

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**References**


