

LEAD-R

Leadership style



GENERAL INFORMATION

OBJECTIVE

Provide instant insight into the leadership style of the person being assessed as well as avenues for development.

CONTEXT

Professional development

TARGET CLIENTELE

Age: 18 years and older
Managers, leaders, entrepreneurs

FORMAT

100 pairs of statements with answer choices (degree of agreement)

DURATION

45 minutes

COST

35 \$

LANGUAGES AVAILABLE

French
English

LEAD-R LEADERSHIP STYLE TEST

The Lead-R Leadership Style is a psychometric test that provides a measure of the advocated general style of leadership, the main factors of motivation, focus, as well as indicators of the ideal environment based on stability and maturity of employees. This automated tool allows you to quickly obtain leads for development based on the candidate's leadership style.

DIMENSIONS ASSESSED IN THE LEAD-R LEADERSHIP STYLE TEST

- ▶ General leadership style (transactional or transformational)
- ▶ Motivational factors (intrinsic and extrinsic)
- ▶ Focus (internal or external, people or results)
- ▶ Ideal environment (stability and maturity of employees)

ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly, as soon as the candidate completes the test.

PSYCHOMETRIC QUALITIES

- ▶ Norms: The Lead-R was validated in 2015 with a normative sample of 1110 adults, primarily in North America (69%) and Europe.
- ▶ Reliability: The internal consistency of the scales (based on the Cronbach's alpha coefficients) averaged 0.68.
- ▶ Validity: A regression analysis revealed a coefficient of 0.52 between the overall test model and the "manager vs. non-manager" criterion (criterion validity).