

Table 2: Results of the confirmatory factor analysis for MLQ

Code	Indicators	1	2	3
LFLS1	Avoids getting involved when important issues arise	0.919		
LFLS2	Is absent when needed	0.686		
LFLS3	Avoids making decisions	0.922		
LFLS4	Delays responding to urgent questions.	0.827		
TS1	Provides with assistants an exchange for my effort		0.902	
TS10	Wait for things go to wrong before taking action		0.839	
TS11	hospital believes in not making changes unless necessary		0.853	
TS12	Takes action only when problem become serious		0.858	
TS3	Clarifies my expectation when meeting perform expectation goal		0.698	
TS4	Expresses satisfaction when meeting performance		0.774	
TS5	Focuses attention on irregularities /mistake deviation from standards		0.879	
TS6	Gives all attention in dealing with mistake/ complains/ failure		0.843	
TS7	Keeps track of all mistakes		0.738	
TS8	Directs my attention towards failures to meet standards		0.806	
TS9	Do not fail interfere until the problem is serious		0.870	
TSL1	Instills pride in me for being associated with her/him			0.741
TSL11	Articulates a compelling vision			0.903
TSL12	Expresses confidence on goal achievement			0.631
TSL14	Seeking deferent perspective in problem solving			0.914
TSL16	Suggests new ways to completing my work			0.916
TSL17	Spends time on training and caching			0.825
TSL18	Treats me as individual rather than member of group			0.704
TSL19	Considers me as having different needs/ abilities / aspiration			0.759
TSL2	Goes beyond self-interest for the good of staff			0.919
TSL20	Helps me to develop my strength.			0.915
TSL4	Displays sense of power and confidence in me			0.818
TSL6	Specific importance of having a strong sense of purpose			0.690
TSL8	Emphasizes important of group's mission			0.891
TSL9	Talks optimistically about future			0.920
	Average Variance Extracted (AVE)	0.7126	0.6818	0.6899
	Composite Reliability (CR)	0.9073	0.9591	0.9685

Multifactor Leadership Questionnaire Manual

George Ofori, Shamas-ur-Rehman Toor



Multifactor Leadership Questionnaire Manual:

Multifactor Leadership Questionnaire Bruce J. Avolio, Bernard M. Bass, 2004 **Multifactor Leadership Questionnaire**, 2012 The Multifactor Leadership Questionnaire MLQ also known as MLQ 5X short or the standard MLQ measures a broad range of leadership types from passive leaders to leaders who give contingent rewards to followers to leaders who transform their followers into becoming leaders themselves The MLQ identifies the characteristics of a transformational leader and helps individuals discover how they measure up in their own eyes and in the eyes of those with whom they work Success can be measured through a retesting program to track changes in leadership style The program described in the MLQ Trainer's Guide provides a solid base for leadership training *MLQ Multifactor Leadership Questionnaire for Teams* Bernard M. Bass, Bruce J. Avolio, 1996 **Full Range Leadership Development** Bernard M. Bass, Bruce J. Avolio, 1997 *Transformational Leadership Development* Bernard M. Bass, Bruce J. Avolio, 1990

Transformational Leadership Styles, Management Strategies, and Communication for Global Leaders Roache, Darcia Ann Marie, 2023-08-31 The impact of transformational leadership styles management strategies and communication for organizational effectiveness and employee performance within organizations cannot be overemphasized Leadership as a concept has evolved over the years based on situations practices and change management approaches in organizations The evolution of transformational leadership in organizations is imperative to examine in order to motivate and encourage others to collectively support and work to achieve organizational effectiveness or vision and mission Leadership needs a paradigm shift to influence opportunities and challenges in organizations such as organizational behavior motivation communication and management functions Transformational Leadership Styles Management Strategies and Communication for Global Leaders aims to provide relevant theoretical conceptual procedural and the latest empirical research findings frameworks that critically examine the areas of leadership leadership styles management studies and communication for leaders globally It is designed for multi sectoral interests in business and educational organizations chief executive officers executive members team leaders industry leaders human resource directors personnel leadership and management leaders and practitioners *Leadership, Diversity and Inclusion in Organizations* Neuza Ribeiro, Daniel Roque Gomes, Kamila Ludwikowska, 2023-06-23 *The SAGE Handbook of Sport Management* Russell Hoye, Milena M. Parent, 2016-11-15 The SAGE Handbook of Sport Management draws together the best current research on the major topics relevant to the field of sports management including leadership gender diversity development policy tourism and media Edited by two of the most respected figures in the field the handbook includes contributions from leading sport management academics from Australia Canada New Zealand USA the UK and Europe *Teaching Leadership* Barbara C. Crosby, 2016-07-15 Teaching Leadership provides guidance for leadership educators in a variety of organizational and community contexts and across academic disciplines An experienced leadership educator Crosby promotes an inclusive vision of leadership that recognizes the

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