


ILFI–Wheel: An Innovative Leadership Assessment

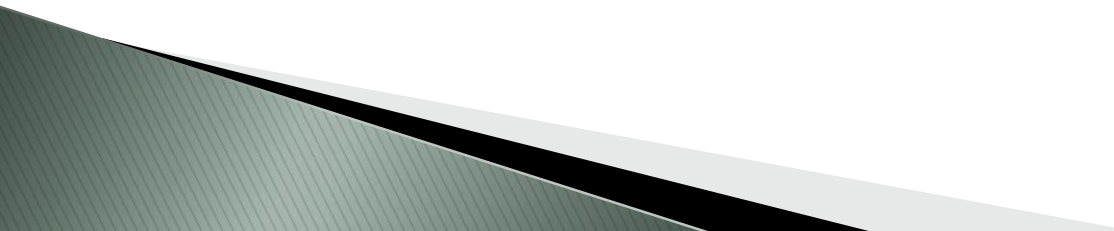
Aaron J. McKim, Jonathan J. Velez,
Jon C. Simonsen & Robert J. Birkenholz



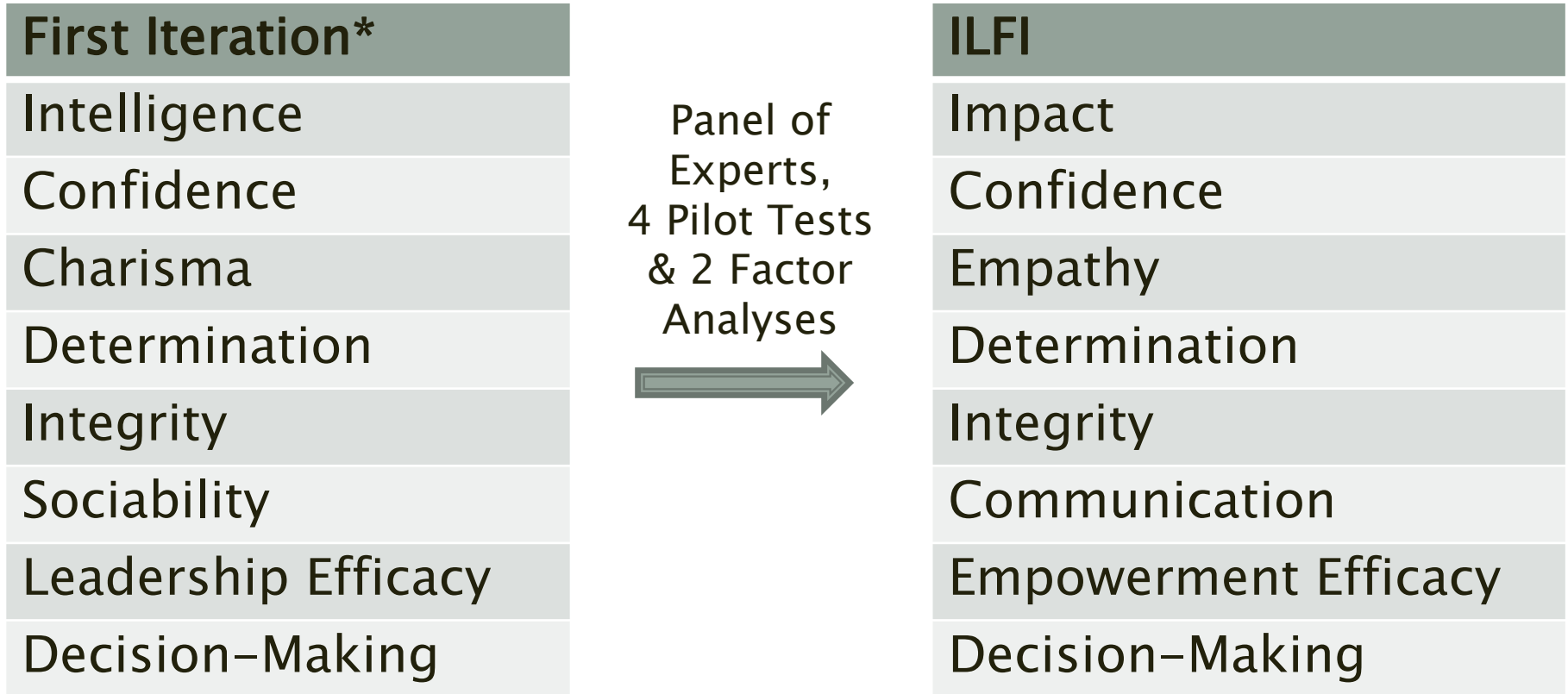
Introduction and Need

- ▶ The need for quality leaders continues to grow in society.
 - ▶ Colleges play an integral role in the development of the next generation of leaders (Astin, Astin, & Associates, 2000).
 - ▶ There is a need for leadership assessments that are understandable and useful for students.
- 

Background

- ▶ In order to meet the need for a versatile, useful leadership instrument the Individual Leadership Factors Inventory (ILFI) was developed.
 - ▶ ILFI: 40 Likert-type question instrument broken into eight leadership constructs.
 - ▶ In addition the ILFI-Wheel was developed as a way to graphically represent the eight leadership traits found on the ILFI.
- 

ILFI Development

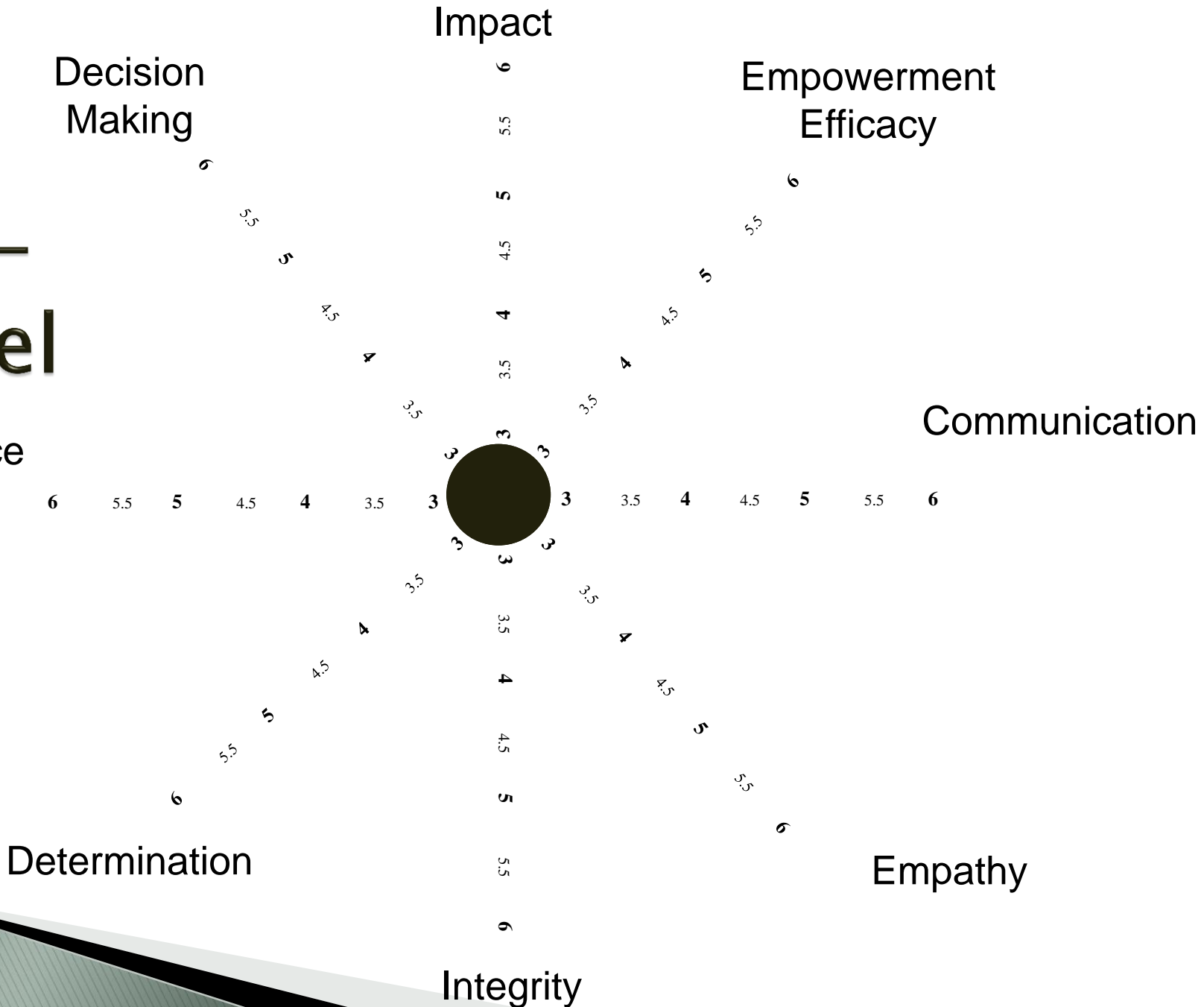


*Based on works by Northouse (2010), Avolio (2010)

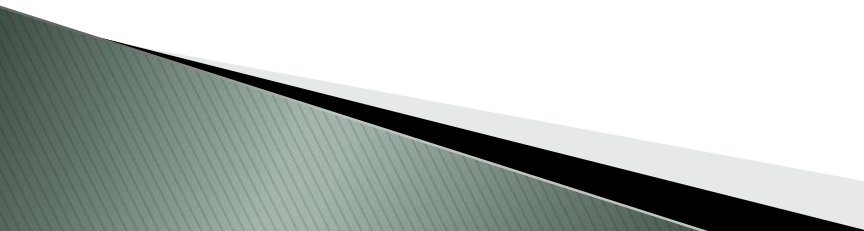
(1990)

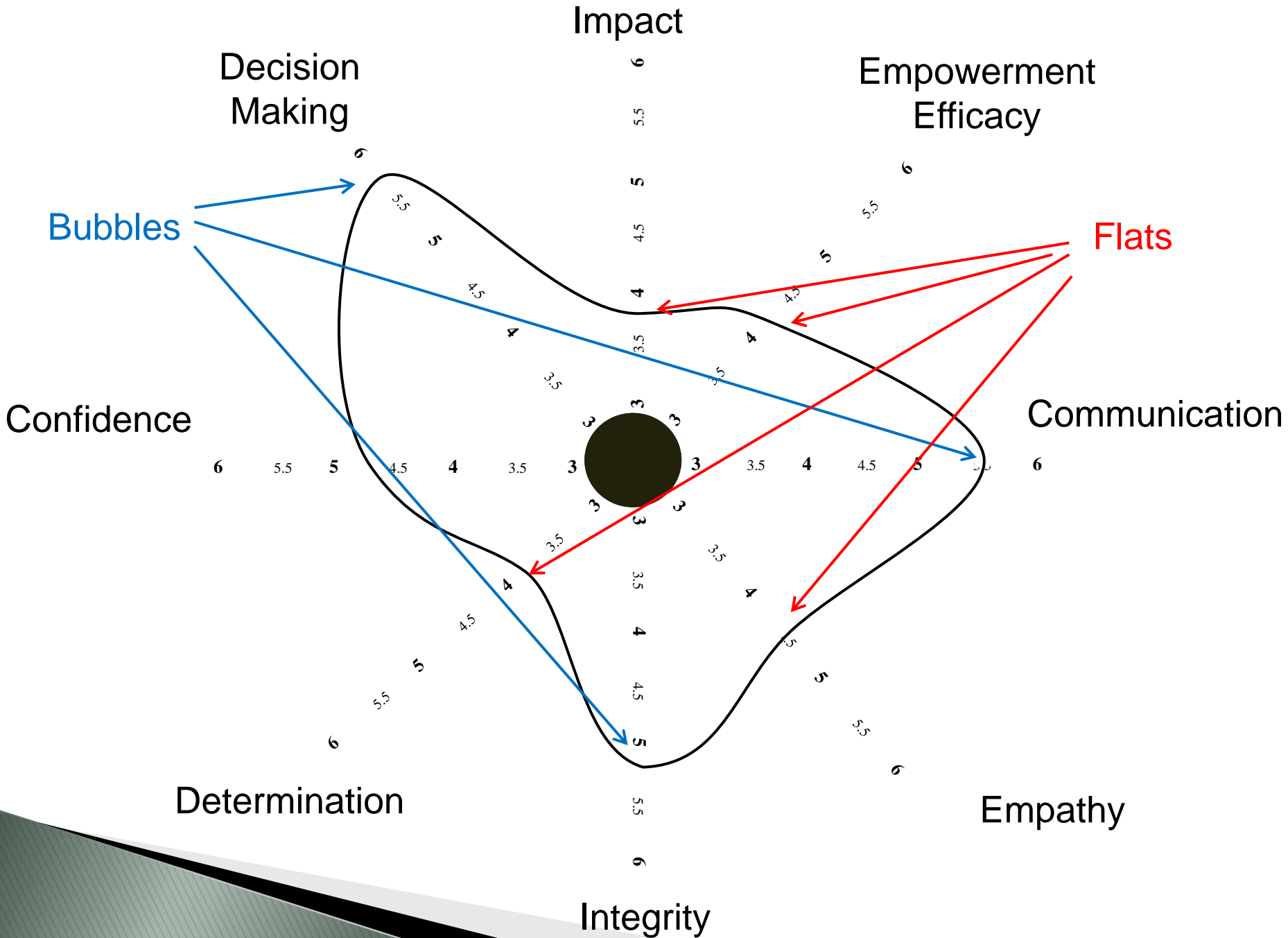
ILFI- Wheel

Confidence



The Process

- ▶ Students complete the 40 question ILFI and then summate their scores based on the eight leadership constructs.
 - ▶ Students then plot their scores on the ILFI-Wheel, creating a visual representation of their leadership skills.
 - ▶ Students then analyze their wheel for “bumps” and “flats” that indicate leadership strengths (bubbles) and areas for potential growth (flats).
- 

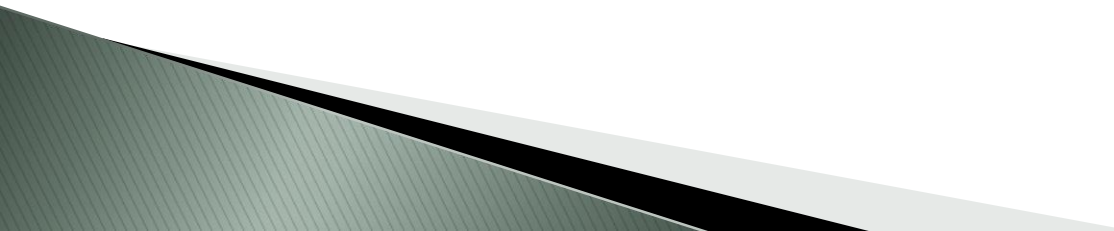


Example Objectives

- ▶ Student Level:
 - Analyze the leadership characteristics of individual students....
- ▶ Class Level:
 - Analyze the leadership characteristics of students in a leadership development class at Oregon State University....

....through the use of the ILFI and ILFI–Wheel.

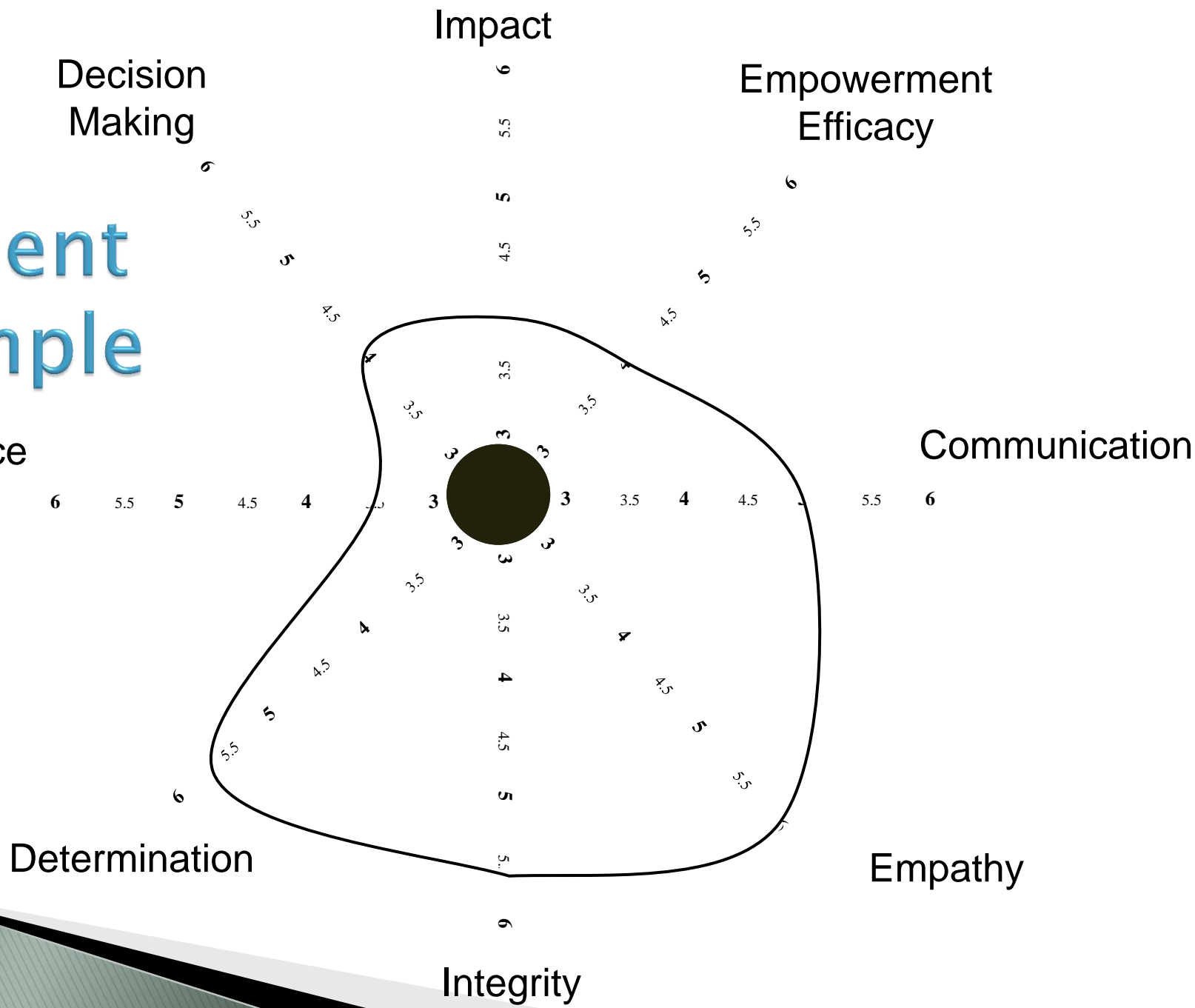
Example Group / Methods

- ▶ 41 Students
 - ▶ Freshman to Senior level
 - ▶ Assessment taken at the middle of the term.
 - ▶ ILFI and ILFI–Wheel: 45 Minutes
- 

Findings

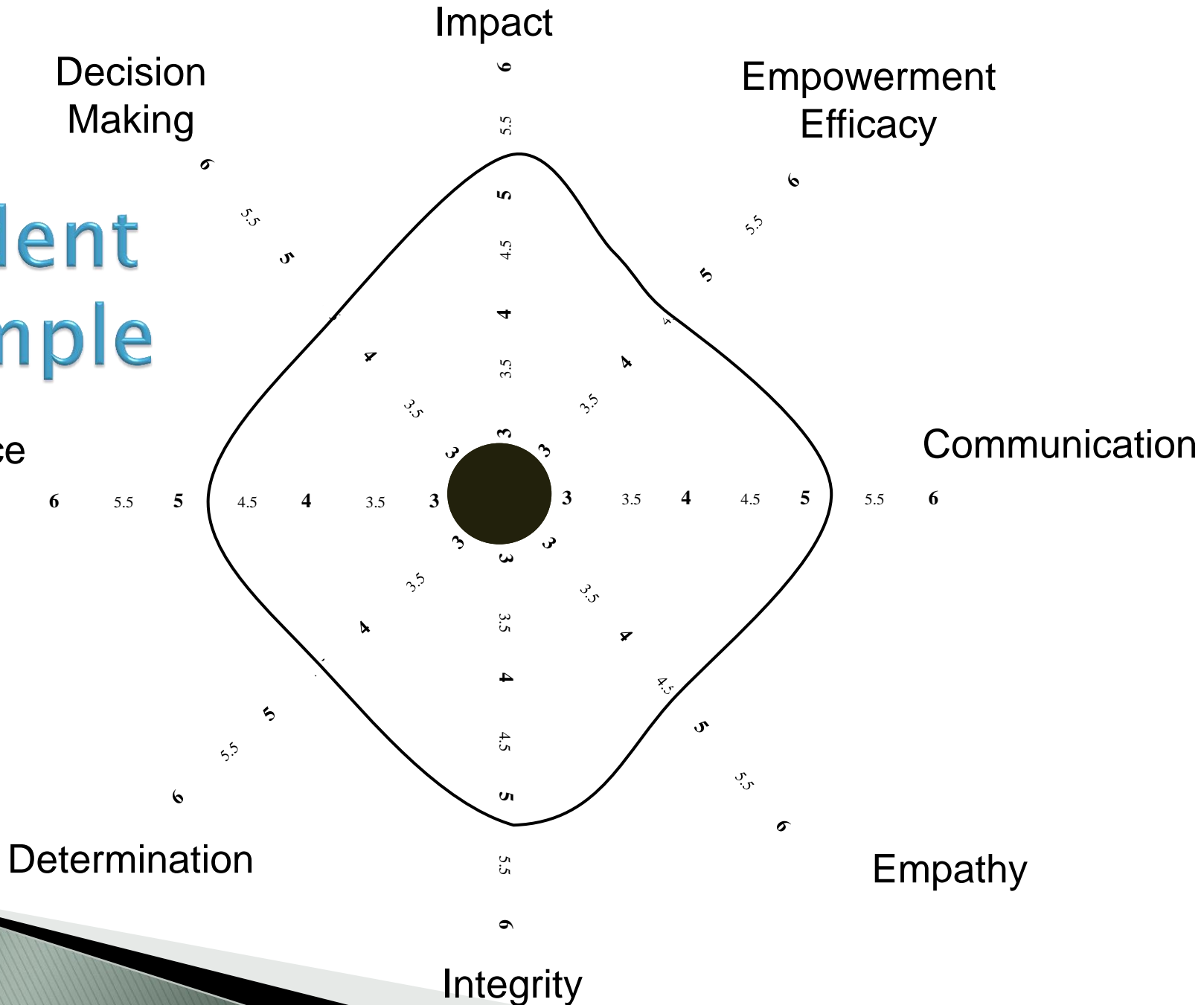
Leadership Factor	Mean Score
Integrity	5.42
Empathy	5.15
Determination	5.04
Communication	4.84
Decision-Making	4.65
Confidence	4.52
Empowerment Efficacy	4.46
Impact	4.40

Student Example

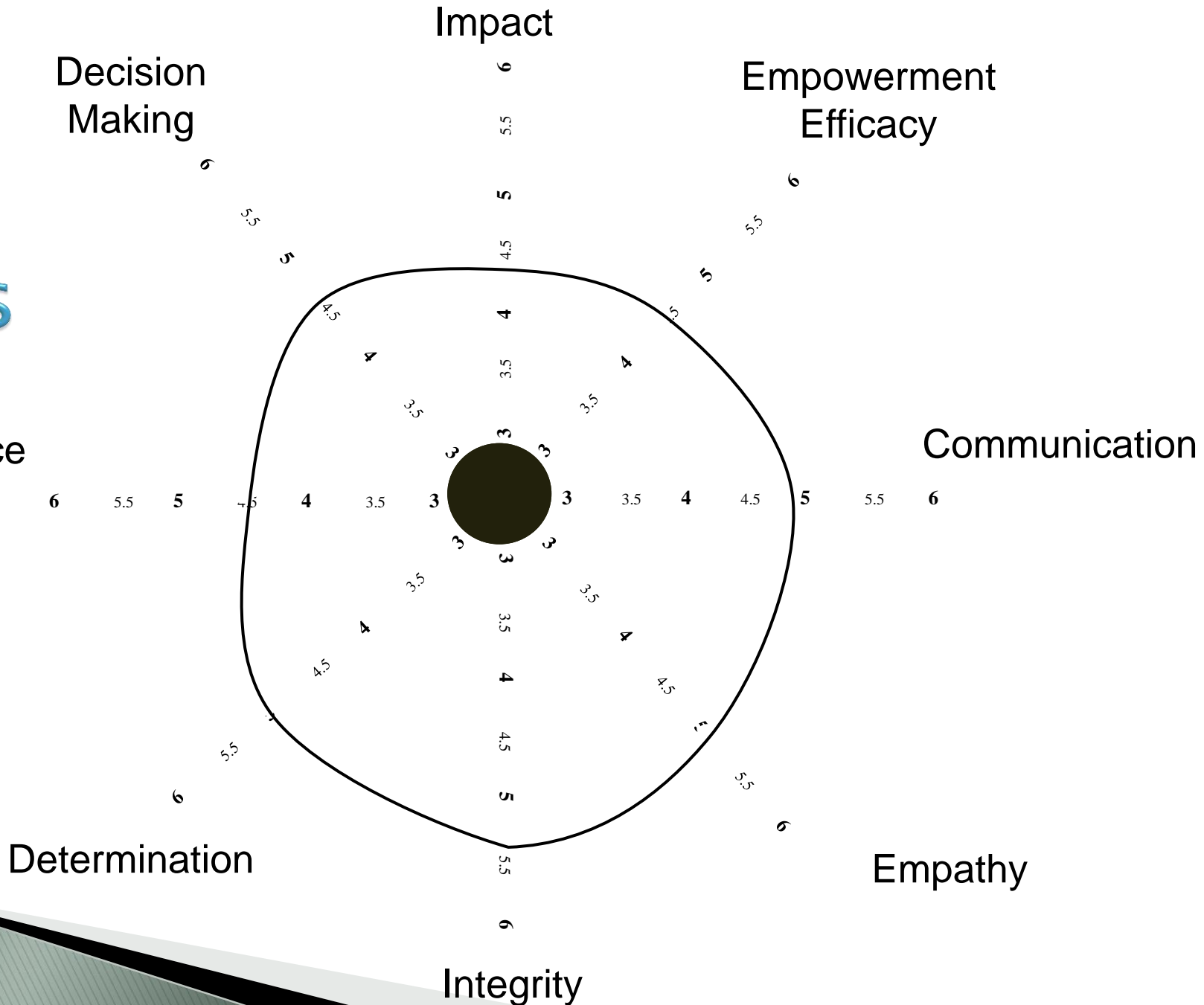


Student Example

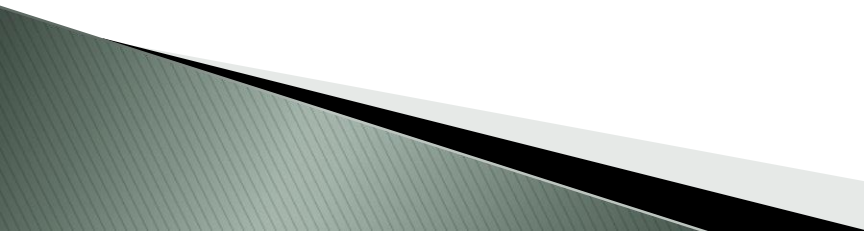
Confidence



Class



Conclusions

- ▶ Individual students had a variety of “flats” and “bubbles.”
 - ▶ Class as a whole was “well-rounded” in their leadership skills.
 - ▶ Students were able to easily understand their leadership skills as well as set leadership goals based on the results of the ILFI and ILFI-Wheel.
- 

Discussion

- ▶ ILFI and ILFI–Wheel can be used with a variety of groups including: classes, clubs, in–class groups, teams and faculty groups.
- ▶ Authors are open to sharing the tools with other educators.
 - Please e–mail Jonathan Velez at jonathan.velez@oregonstate.edu for a copy of the instrument.

Thank You!

What questions do you have?