ILFI–Wheel: An Innovative Leadership Assessment

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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.
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

<table>
<thead>
<tr>
<th>First Iteration*</th>
<th>ILFI</th>
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</thead>
<tbody>
<tr>
<td>Intelligence</td>
<td>Impact</td>
</tr>
<tr>
<td>Confidence</td>
<td>Confidence</td>
</tr>
<tr>
<td>Charisma</td>
<td>Empathy</td>
</tr>
<tr>
<td>Determination</td>
<td>Determination</td>
</tr>
<tr>
<td>Integrity</td>
<td>Integrity</td>
</tr>
<tr>
<td>Sociability</td>
<td>Communication</td>
</tr>
<tr>
<td>Leadership Efficacy</td>
<td>Empowerment Efficacy</td>
</tr>
<tr>
<td>Decision-Making</td>
<td>Decision-Making</td>
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</tbody>
</table>


Panel of Experts, 4 Pilot Tests & 2 Factor Analyses
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

<table>
<thead>
<tr>
<th>Leadership Factor</th>
<th>Mean Score</th>
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<tbody>
<tr>
<td>Integrity</td>
<td>5.42</td>
</tr>
<tr>
<td>Empathy</td>
<td>5.15</td>
</tr>
<tr>
<td>Determination</td>
<td>5.04</td>
</tr>
<tr>
<td>Communication</td>
<td>4.84</td>
</tr>
<tr>
<td>Decision-Making</td>
<td>4.65</td>
</tr>
<tr>
<td>Confidence</td>
<td>4.52</td>
</tr>
<tr>
<td>Empowerment Efficacy</td>
<td>4.46</td>
</tr>
<tr>
<td>Impact</td>
<td>4.40</td>
</tr>
</tbody>
</table>

Note. Mean scores based on a 6-point scale from 1 "Strongly Disagree" to 6 "Strongly Agree".
Decision Making  

Empowerment Efficacy

Impact

Empathy

Communication

Confidence

Integrity

Determination

Student Example
Decision Making

Impact

Empowerment Efficacy

Confidence

Communication

Determination

Empathy

Integrity

Student Example
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?