

Identity Leadership Inventory–Short Form (ILI–SF)

Instrument and Scoring Guide (ILI–SF Version 1.0)

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Overview of the Identity Leadership Inventory–Short Form (ILI–SF)

The Identity Leadership Inventory–Short Form (ILI-SF) is a theory-driven, validated inventory that combines the assessment of four components of identity leadership. The four dimensions comprising identity leadership can be defined as follows:

Identity Prototypicality: “Being one of us”

This involves: Representing the unique qualities that define the group and what it means to be a member of this group. Embodying those core attributes of the group that make this group special as well as distinct from other groups. Being an exemplary and model member of the group.

Identity Advancement: “Doing it for us”

This involves: Advancing and promoting core interests of the group. Standing up for, and if threatened defending, group interests (and not personal interests or those of other groups). Championing concerns and ambitions that are key to the group as a whole. Contributing to the realization of group goals. Acting to prevent group failures and to overcome obstacles to the achievement of group objectives.

Identity Entrepreneurship: “Crafting a sense of us”

This involves: Bringing people together by creating a shared sense of ‘we’ and ‘us’ within the group. Making different people feel that they are part of the same group and increasing cohesion and inclusiveness within the group. Clarifying people's understanding of what the group stands for (and what it does not stand for) by defining core values, norms, and ideals.

Identity Impresarioship: “Making us matter”

This involves: Developing structures, events, and activities that give weight to the group's existence and allow group members to live out their membership. Promoting structures that facilitate and embed shared understanding, coordination, and success (and not structures that divide or undermine the group). Providing a physical reality for the group by creating group-related material and delivering tangible group outcomes. Making the group matter by making it visible not only to group members but also to people outside the group.

The ILI-SF assesses identity leadership by combining the assessment of the four dimensions into a single score. For assessment of the four distinct dimensions of identity leadership, the authors recommend using the standard Identity Leadership Inventory (ILI).

Instructions for Use

The use of the inventory requires a selection of a group of people that a leader has some responsibility for. For instance, this may be a particular group, party, organization, team, department, or branch.

Selection of the relevant group may require some familiarity with the groups that raters see as important. Administrators of the inventory may conduct pilot research to find out about potential groups and then specify the group prior to administering the inventory.

Administrators of the inventory may substitute the term “this leader” as it appears in the items with the proper name of the leader or other terms or names that are used to refer to the leader (e.g., “the President”). Administrators may substitute the terms “group” and “group members” as they appear in the items with the proper names of the group or its members or other terms or names that are commonly used (e.g., “The Marketing Team”).

Below you will find a rater form (to be used if participants judge the leadership of another person) and a leader form (to be used if participants judge their own leadership).

Identity Leadership Inventory–Short Form

Rater Form (ILI–SF Version 1.0)

Guidelines: In what follows, ‘the group’ or ‘this group’ refers to the group of people that the leader has responsibility for (e.g., it may be a particular group, a team, a department, a branch, or an organization).

Name of group that leader has responsibility for: _____

Your name: _____ Date: _____

Group/Team/Organization ID #: _____ Person ID #: _____

Instructions: Please judge to what extent the leader engages in the various behaviors and activities listed by selecting the corresponding number using the following scale.

Not at all							Completely
1	2	3	4	5	6	7	

1. This leader is a model member of the group. 1 2 3 4 5 6 7
2. This leader acts as a champion for the group. 1 2 3 4 5 6 7
3. This leader creates a sense of cohesion within the group. 1 2 3 4 5 6 7
4. This leader creates structures that are useful for group members. 1 2 3 4 5 6 7

Identity Leadership Inventory–Short Form

Leader Form (ILI–SF Version 1.0)

Guidelines: In what follows, ‘the group’ or ‘this group’ refers to the group of people that you have responsibility for (e.g., it may be a particular group, a team, a department, a branch, or an organization).

Name of group that you have responsibility for: _____

Your name: _____ Date: _____

Group/Team/Organization ID #: _____ Person ID #: _____

Instructions: Please judge to what extent you engage in the various behaviors and activities listed by selecting the corresponding number using the following scale.

Not at all							Completely
1	2	3	4	5	6	7	

1. I embody what the group stands for. 1 2 3 4 5 6 7
2. I act as a champion for the group. 1 2 3 4 5 6 7
3. I create a sense of cohesion within the group. 1 2 3 4 5 6 7
4. I create structures that are useful for group members. 1 2 3 4 5 6 7

Identity Leadership Inventory–Short Form
Scoring Key (ILI–SF Version 1.0)

Name of group: _____

Your name: _____ Date: _____

Group/Team/Organization ID #: _____ Person ID #: _____

Scoring instructions: The ILI–SF consists of one item each assessing the dimensions identity prototypicality (item 1), advancement (item 2), entrepreneurship (item 3), and impresarioship (item 4). The overall ILI–SF score can be calculated by summing the items and dividing the resulting score by the total number of items.

Not at all							Completely
1	2	3	4	5	6	7	

Identity Leadership: **Total / 4 =** _____