SCORING INSTRUCTIONS FOR THE
LEADERSHIP OPINION QUESTIONNAIRE

AFTER you finish taking the questionnaire, score the Leadership Opinion Questionnaire according to the following instructions. Sorry this seems a little complicated:

a. Tear off the right front margin. Turn to the inside sheet marked "Scoring Instructions."

b. Add up the numeric points in boxes where you made your marks = "S" score. Find the total number of points like this for the entire page.

c. Add up the numeric points in circles where you made your marks = "C" score. Find the total number of points like this for the entire page.

d. Enter both scores on cover under Raw Score.

e. Consult the copy of the Leadership Opinion Questionnaire norms—a separate sheet supplied to you with these instructions:

• Find your raw score for Consideration by looking down the first column and finding the score closest to your "C" score. Then look across to the third column labeled Percentile and find the percentile that is in the same row. Enter this percentile on the cover of the test in the space provided. In the event your raw score falls between two numbers, take the approximate mid point between the next highest and lowest percentile equivalent (interpolate).

• Repeat this procedure for your "S" score by finding your raw score in the second column labeled Structure. Read across to the third row and find the percentile equivalent.

• Now repeat this procedure for "C" and "S" by finding the stanine equivalents in column four for your raw scores. You will note that the percentile scores are bracketed. This means that any percentile falling inside the bracketed area is given the corresponding stanine value. If it looks like your "C" or "S" percentiles fall between two stanines, give yourself the higher number.

What does this all mean? Come to the seminar to find out!

LEADERSHIP OPINION QUESTIONNAIRE

CONSIDERATION	STRUCTURE	% TILE	STANINE
72	68	99	
69	66	98	9
68	64	97	
VERY HIGH — 65	63	95	
62	60	90	8
60	58	85	
59	57	80	7
58	55	75	
57	54	69	6
55	52	60	
NORMAL 53	50	50	
51	49	40	5
50	47	31	
48	45	25	4
47	44	20	
46	42	15	3
44	41	10	
42	38	5	2
VERY LOW — 41	36	3	
40	34	2	1
38	31	1	