

# LEADER-TO-DETRACTOR SCALE

## Detractor

## Participant

## Leader

*Not responsible  
for self or others.*

*Responsible  
for self.*

*Responsible for  
self and others.*

*Doesn't meet the  
standards personally  
and prevents  
others from meeting the  
standards.*

*Carries out personal  
responsibilities in an  
adequate way, but does  
not demonstrate collective  
responsibility for shared  
goals or collective good.*

*Demonstrates personal  
commitment and mastery,  
and encourages others  
by word and deed  
to do the same.*

Adapted from Jeffrey Beedy.