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| ***Figure 2. LMX-7 Assessment Instrument (Benge & Harder, 2017)*** |
| Directions: For each item, indicate the degree to which you think the item is true for you by circling the response under each item. |
| 1. *Do you know how satisfied your leader (follower) is with what you do?* |
| Rarely | Occasionally | Sometimes | Fairly often | Very often |
| 1 | 2 | 3 | 4 | 5 |
| 2. *How well does your leader (follower) understand your job needs?* |
| Not a bit | A little | A fair amount | Quite a bit | A great deal |
| 1 | 2 | 3 | 4 | 5 |
| 3. *My leader (follower) recognizes my potential.* |
| Strongly disagree | Disagree | Neither (Neutral) | Agree | Strong agree |
| 1 | 2 | 3 | 4 | 5 |
| 4. *My leader (follower) would use his or her power to help me solve problems in my work.* |
| Strongly disagree | Disagree | Neither (Neutral) | Agree | Strongly agree |
| 1 | 2 | 3 | 4 | 5 |
| 5. *My leader (follower) would “bail me out” at his/her expense.* |
| Strongly disagree | Disagree | Neither (Neutral) | Agree | Strongly agree |
| 1 | 2 | 3 | 4 | 5 |
| 6. *I have enough confidence in my leader (follower) that I would defend and justify his/her* |
| *decision if he/she was not present to do so.* |
| Strongly disagree | Disagree | Neither (Neutral) | Agree | Strongly agree |
| 1 | 2 | 3 | 4 | 5 |
| 7. *How would you characterize your working relationship with your leader (follower)?* |
| Extremely ineffective | Worse than average | Average | Better than average | Extremely effective |
| 1 | 2 | 3 | 4 | 5 |