

The Transformational Leadership Questionnaire (TLQ-LGV): A Convergent and Discriminant Validity Study

Abstract

This paper sets out to provide evidence of the convergent and discriminant validity of a recently developed leadership questionnaire, the *Transformational Leadership Questionnaire (Local Government Version) (TLQ-LGV)*. Evidence is presented, from a random, stratified sample of 1464 male and female managers, working in local government, that each of the scales was significantly correlated with each of five criterion variables, even when the sample was divided by level, sex, and level x sex. Multiple regression analyses suggested differential patterns of relationships between the scales and the criterion variables among different groups and sub-groups of managers, divided by level, sex, and level x sex. These latter data were interpreted as evidence of the discriminant validity of the instrument.

Brief Comment on Findings

The findings provide further evidence of two aspects of the validity of the *TLQ*:

1. its convergent or 'criterion' validity, which is a measure of the extent to which an instrument or technique produces scores which are related to some relevant criterion which, in the present context, are staff attitudes to work and their reduced job-related stress; and
2. its discriminant validity, which is a measure of the extent to which particular leadership behaviours (as measured by the scales) have a particularly powerful impact on different groups and sub-groups of staff.

References:

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See also: Alban-Metcalfe, R. J. & Alimo-Metcalfe, B. (2000a). An analysis of the convergent and discriminant validity of the Transformational Leadership Questionnaire. *International Journal of Selection & Assessment*, 8, 3, 158-175.