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Servant Leadership Theory: Development of the Servant Leadership Assessment Instrument

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Valid and reliable measurement instruments grounded in theory are essential to move the field of servant leadership forward. Since the turn of the millennium, starting with Laub's (1999) Organizational Leadership Assessment (OLA), we have seen several instruments enter the field – for example, Page and Wong (2000; Wong and Pace, 2003), Dennis (2004), Barbuto and Wheeler (2006), Liden *et al.* (2008), and Sendjaya *et al.* (2008). This chapter describes the development and validation of a measure based on Patterson's (2003) theory of servant leadership: the Servant Leadership Assessment Instrument (SLAI) (Dennis and Bocarnea, 2005). Through its direct link to Patterson's theory (including the constructs of love, humility, altruism, vision, trust, service, and empowerment), this instrument allows for a test of the proposed theoretical framework in various populations. The chapter will address in detail the development of the 42-item Likert-type Servant Leadership

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