Model

The Virtues of Ethical Leadership Model was developed by Charles A. Weinstein PhD, drawing from virtues established in the Western philosophical traditions relating to Ethical Leadership. Ethical Leadership is defined as, "empowering others to improve the world."

Structure

The model, Virtues of Ethical Leadership Self-Inventory (VELSI) and Virtues of Ethical Leadership Feedback Assessment (VELFA) are composed of five virtues each with three features. Although the features are meant to represent significant components of the virtues, they are not exhaustive. The VELSI and VELFA measure the frequency at which each of the features are observed but do not measure the frequency at which each of the individual virtues is observed. The combined measures of the features for any one virtue are not an accurate measure of the frequency at which that virtue is observed.

The respondent is asked to choose the frequency at which they observe themselves, or the person receiving the feedback, exhibit the behavior described in the feature. It is measured by a six-point scale: Always, Often, Regularly, Occasionally, Rarely and Never. The respondent is also asked the two virtues most frequently observed and the three features which, if exhibited more, would improve their perception of the person observed as a leader. In addition, the VELSI and VELFA ask for specific examples of how the leader expresses each virtue.

The VELFA is anonymous and requires at least five responses before a report is generated and the information is shared.

Validity

The VELSI and VELFA depend completely on face validity. The respondents are asked to quantify the frequency each feature is exhibited based on the description of that feature and their direct observations of either themselves or the person receiving the feedback. There is no claim made that the measure of these virtues and features is predictive of any specific outcomes or behaviors.

Face validity: The content of the test subjectively appears to be suitable to its aims.

The construct, content, and criterion validities for this assessment have not been measured.
Construct validity: The test measures the concept that it's intended to measure.
Content validity: The test fully represents what it aims to measure.
Criterion validity: The results correspond to a different test of the same thing.