

Chapter 21 – Management and leadership

Least Preferred Co-Worker (LPC) Scale

FIELDER

			Scoring
Pleasant	8 7 6 5 4 3 2 1	Unpleasant	
Friendly	8 7 6 5 4 3 2 1	Unfriendly	
Rejecting	1 2 3 4 5 6 7 8	Accepting	
Tense	1 2 3 4 5 6 7 8	Relaxed	
Distant	1 2 3 4 5 6 7 8	Close	
Cold	1 2 3 4 5 6 7 8	Warm	
Supportive	8 7 6 5 4 3 2 1	Hostile	
Boring	1 2 3 4 5 6 7 8	Interesting	
Quarrelsome	1 2 3 4 5 6 7 8	Harmonious	
Gloomy	1 2 3 4 5 6 7 8	Cheerful	
Open	8 7 6 5 4 3 2 1	Guarded	
Backbiting	1 2 3 4 5 6 7 8	Loyal	
Untrustworthy	1 2 3 4 5 6 7 8	Trustworthy	
Considerate	8 7 6 5 4 3 2 1	Inconsiderate	
Nasty	1 2 3 4 5 6 7 8	Nice	
Agreeable	8 7 6 5 4 3 2 1	Disagreeable	
Insincere	1 2 3 4 5 6 7 8	Sincere	
Kind	8 7 6 5 4 3 2 1	Unkind	
		Total	

A high score of 64 or more indicated a high LPC person; such a person is called relationship-motivated. A score of 57 or below indicated a low LPC person. This type of individual is called task-motivated. An in-between score makes it difficult to identify which group the individual belongs to.