

Domain-Specific-Risk-Taking Scale (DOSPERT) Leadership-Focused Risk-Taking

Instructions:

1. The DOSPERT measures risk-taking likelihood in three leadership-relevant domains (ethical, financial/resource, and social/interpersonal). Think of the DOSPERT as showing your *behavioral comfort* with risk in leadership situations.
2. Read each statement and using the rating scale below, mark the box that represents the level of your response. Think about yourself in terms of how you are most likely to respond most of the time.
3. Once done, add up the scores for each domain separately, then add the subtotals together for your total score.

Rating Scale:

- 1 = Extremely Unlikely
- 2 = Unlikely
- 3 = Somewhat Unlikely
- 4 = Neutral
- 5 = Somewhat Likely
- 6 = Likely
- 7 = Extremely Likely

Ethical Risk-Taking

Item	Statement	Rating
1	Delaying a difficult conversation with a stakeholder even when transparency would be better.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
2	Taking action on an initiative before all compliance questions are fully resolved.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
3	Supporting a decision that benefits the community but may be politically unpopular.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
4	Admitting publicly that you made a mistake in a high-visibility decision.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7

Ethical Subtotal: _____

Adapted from: Blais, A.-R., & Weber, E. U. (2006). *A Domain-Specific Risk-Taking (DOSPERT) Scale for Adult Populations*. *Judgment and Decision Making*, 1(1), 33–47.

Note: This 12-item version is a leadership-focused adaptation created for training purposes, based on the domains and structure of the original DOSPERT scale.

Financial / Resource Risk-Taking

Item	Statement	Rating
5	Allocating funds to an innovative program with uncertain outcomes.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
6	Choosing a long-term investment in infrastructure over short-term budget relief.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
7	Approving a pilot project without guaranteed external funding.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
8	Redirecting resources from a stable program to a new strategic priority.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7

Financial / Resource Risk-Taking Subtotal: _____

Social / Interpersonal Risk-Taking

Item	Statement	Rating
9	Challenging a long-standing policy that no one has questioned before.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
10	Voicing disagreement with senior leadership in a public meeting.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
11	Advocating for a controversial but evidence-based solution.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7
12	Asking your team to adopt a new process that may initially slow them down.	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7

Social / Interpersonal Risk-Taking Subtotal: _____

TOTAL DOSPERT SCORE: _____

Total Rating Range	Interpretation
12 – 36	Low risk tolerance — prefers certainty, stability, and predictable outcomes
37 – 60	Moderate risk tolerance — willing to take calculated risks when justified
61 - 84	High risk tolerance — comfortable with uncertainty and bold decisions

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Interpreting Subtotals

Each domain tells you something different:

- **Ethical Risk Rating**
High = willing to be transparent, admit mistakes, and take principled stands
Low = prefers caution, consensus, and minimizing exposure
- **Financial/Resource Risk Rating**
High = comfortable reallocating funds, piloting new programs
Low = prefers proven investments and predictable returns
- **Social/Interpersonal Risk Rating**
High = willing to challenge norms, speak up, and push change
Low = prefers harmony, diplomacy, and gradual shifts

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