

**A Factor Analysis of Page and Wong's Servant Leadership Instrument:  
Snowball Sampling and StudyResponse Panelists**

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The participants for this study were chosen from two populations. The first population included friends, cohorts (Regent University), and network contacts of the authors. This netted 100 participants, with a mean age of 42, and equally divided by gender, and all professionals having a minimum of a bachelors' degree. The remaining participants for the study were chosen from the StudyResponse social science panel system and included a cross section of the population in terms of age, education, and sex. A minimum of 500 participants was desired for the study in order to obtain higher reliability (DeVellis, 1991). The authors provided an incentive to the StudyResponse data base participants of one randomly drawn gift of fifty dollars. The Servant Leadership Instrument was distributed in two waves over a two-week period.

The StudyResponse database respondents had a mean age of 35 (ages 31-40 = 29%), and a good cross sample of the population was represented (18-30 = 37%; 40 – 61 = 37%). Many more women (74%) than men (26%) took the survey. The majority of the sample (60%) had a high school diploma, while the remainder had an associate's degree (29%). The racial makeup was predominantly Caucasian (75%), with the remainder as follows: African-American (9%), Hispanic (7%), Native American (1%), and Asian Pacific (6%). The majority of the participants in the sample were individuals who described themselves as occupying administrative support jobs (13%). However, a good cross section included a representative sample of other occupations such as health, managers, technological support, and education.