The Leadership Circle Self Assessment Report

Monday, February 06, 2017

The Leadership Circle

The Leadership Circle Self Assessment Report

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.25	-	-	-	-	-	-
Self-Awareness	4.32	-	-	-	-	-	-
Authenticity	4.74	-	-	-	-	-	-
Systems Awareness	4.36	-	-	-	-	-	-
Achieving	4.43	-	-	-	-	-	-
Controlling	3.38	-	-	-	-	-	-
Protecting	3.11	-	-	-	-	-	-
Complying	1.54	-	-	-	-	-	-
Leadership Effectiveness	4.11	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

The Leadership Circle Self Assessment Report

Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	76 %	-	-	-	-	-	-
Self-Awareness	91 %	-	-	-	-	-	-
Authenticity	95 %	-	-	-	-	-	-
Systems Awareness	93 %	-	-	-	-	-	-
Achieving	90 %	-	-	-	-	-	-
Controlling	91 %	-	-	-	-	-	-
Protecting	93 %	-	-	-	-	-	-
Complying	3 %	-	-	-	-	-	-
Leadership Effectiveness	83 %	-	-	-	-	-	-
Leadership Potential Utilization	66 %	-	-	-	-	-	-
Reactive-Creative Scale	66 %	-	-	-	-	-	-
Relationship-Task Balance	54 %	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS
Creative Dimensions

02-06-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Relating	76 %	-	-	-	-	-	-
Average Response	4.25	-	-	-	-	-	-
Fosters Team Play	65 %	-	-	-	-	-	-
Average Response	4.26	-	-	-	-	-	-
Interpersonal Intelligence	96 %	-	-	-	-	-	-
Average Response	4.68	-	-	-	-	-	-
Caring Connection	33 %	-	-	-	-	-	-
Average Response	3.72	-	-	-	-	-	-
Mentoring & Developing	86 %	-	-	-	-	-	-
Average Response	4.51	-	-	-	-	-	-
Collaborator	38 %	-	-	-	-	-	-
Average Response	3.97	-	-	-	-	-	-
Self-Awareness	91 %	-	-	-	-	-	-
Average Response	4.32	-	-	-	-	-	-
Composure	94 %	-	-	-	-	-	-
Average Response	4.72	-	-	-	-	-	-
Selfless Leader	37 %	-	-	-	-	-	-
Average Response	3.67	-	-	-	-	-	-
Personal Learner	64 %	-	-	-	-	-	-
Average Response	4.29	-	-	-	-	-	-
Balance	98 %	-	-	-	-	-	-
Average Response	4.83	-	-	-	-	-	-
Authenticity	95 %	-	-	-	-	-	-
Average Response	4.74	-	-	-	-	-	-
Courageous Authenticity	92 %	-	-	-	-	-	-
Average Response	4.64	-	-	-	-	-	-
Integrity	85 %	-	-	-	-	-	-
Average Response	4.81	-	-	-	-	-	-

Creative Dimensions

Relating

Fosters Team Play	I create a positive climate that supports people doing their best.
	I share leadership.
	I promote high levels of teamwork through my leadership style.
Interpersonal Intelligence	I display a high degree of skill in resolving conflict.
	I take responsibility for my part of relationship problems.
	I directly address issues that get in the way of team performance.
	I listen openly to criticism and ask questions to further understand.
	In a conflict, I accurately restate the opinions of others.
Caring Connection	I connect deeply with others.
	I form warm and caring relationships.
	I am compassionate.
Mentoring & Developing	I help direct reports create development plans.
	I help people learn, improve, and change.
	I provide feedback focused on professional growth.
	I am a people builder/developer.
Collaborator	I negotiate for the best interest of both parties.
	I work to find common ground.
	I create common ground for agreement.

Self-Awareness

Composure	I am composed under pressure.
	I handle stress and pressure very well.
	I am a calming influence in difficult situations.
Selfless Leader	I get the job done with no need to attract attention to myself.
	I lead in ways that others say, 'we did it ourselves.'
	I am relatively uninterested in personal credit.
	I act with humility.
	I take forthright action without needing recognition.
Personal Learner	I personally search for meaning.
	I investigate the deeper reality that lies behind events/circumstances.
	I learn from mistakes.
	I examine the assumptions that lie behind my actions.
Balance	I find enough time for personal reflection.
	I balance work and personal life.

Authenticity

Courageous Authenticity	I speak directly even on controversial issues.
	I am courageous in meetings.
	I surface the issues others are reluctant to talk about.
Integrity	I lead in a manner that is completely aligned with my values.
	I exhibit personal behavior consistent with my values.
	I hold to my values during good and bad times.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions (Continued)

02-06-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Systems Awareness	93 %	-	-	-	-	-	-
Average Response	4.36	-	-	-	-	-	-
Community Concern	81 %	-	-	-	-	-	-
Average Response	4.15	-	-	-	-	-	-
Systems Thinker	86 %	-	-	-	-	-	-
Average Response	4.27	-	-	-	-	-	-
Sustainable Productivity	97 %	-	-	-	-	-	-
Average Response	4.67	-	-	-	-	-	-
Achieving	90 %	-	-	-	-	-	-
Average Response	4.43	-	-	-	-	-	-
Purposeful & Visionary	76 %	-	-	-	-	-	-
Average Response	4.24	-	-	-	-	-	-
Achieves Results	92 %	-	-	-	-	-	-
Average Response	4.74	-	-	-	-	-	-
Decisiveness	94 %	-	-	-	-	-	-
Average Response	4.82	-	-	-	-	-	-
Strategic Focus	85 %	-	-	-	-	-	-
Average Response	4.33	-	-	-	-	-	-

Creative Dimensions (Continued)

Systems Awareness	
Community Concern	I attend to the long-term impact of strategic decisions on the community.
	I balance community welfare with short-term profitability.
	I live an ethic of service to others and the world.
	I stress the role of the organization as corporate citizen.
	I create vision that goes beyond the organization to include making a positive impact on the world.
Systems Thinker	I redesign the system to solve multiple problems simultaneously.
	I evolve organizational systems until they produce envisioned results.
	I reduce activities that waste resources.
Sustainable Productivity	I balance 'bottom line' results with other organizational goals.
	I balance short-term results with long-term organizational health.
	I allocate resources appropriately so as not to use people up.
Achieving	
Purposeful & Visionary	I articulate a vision that creates alignment within the organization.
	I live and work with a deep sense of purpose.
	I communicate a compelling vision.
	I am a good role model for the vision I espouse.
	I provide strategic vision for the organization.
	I inspire others with vision.
Achieves Results	I pursue results with drive and energy.
	I strive for continuous improvement.
	I am proficient at achieving high quality results on key initiatives.
	I am quick to seize opportunities upon noticing them.
Decisiveness	I make the tough decisions when required.
	I am an efficient decision maker.
	I make decisions in a timely manner.
Strategic Focus	I have a firm grasp of the market place dynamics.
	I provide strategic direction that is thoroughly thought through.
	I focus in quickly on the key issues.
	I accurately anticipate future consequences to current action.
	I see the integration between all parts of the system.
	I establish a strategic direction that helps the organization to thrive.
	I stay abreast of trends in the external environment that could impact the business currently and in the future.
	I integrate multiple streams of information into a coherent strategy.
	I am a gifted strategist.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS
Reactive Dimensions

02-06-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Controlling	91 %	-	-	-	-	-	-
Average Response	3.38	-	-	-	-	-	-
Autocratic	75 %	-	-	-	-	-	-
Average Response	2.82	-	-	-	-	-	-
Driven	86 %	-	-	-	-	-	-
Average Response	4.29	-	-	-	-	-	-
Ambition	100 %	-	-	-	-	-	-
Average Response	4.76	-	-	-	-	-	-
Perfect	96 %	-	-	-	-	-	-
Average Response	4.58	-	-	-	-	-	-
Protecting	93 %	-	-	-	-	-	-
Average Response	3.11	-	-	-	-	-	-
Critical	83 %	-	-	-	-	-	-
Average Response	2.87	-	-	-	-	-	-
Distance	96 %	-	-	-	-	-	-
Average Response	3.60	-	-	-	-	-	-
Arrogance	84 %	-	-	-	-	-	-
Average Response	2.86	-	-	-	-	-	-
Complying	3 %	-	-	-	-	-	-
Average Response	1.54	-	-	-	-	-	-
Belonging	5 %	-	-	-	-	-	-
Average Response	1.68	-	-	-	-	-	-
Passive	22 %	-	-	-	-	-	-
Average Response	1.55	-	-	-	-	-	-
Conservative	3 %	-	-	-	-	-	-
Average Response	1.96	-	-	-	-	-	-
Pleasing	0 %	-	-	-	-	-	-
Average Response	1.14	-	-	-	-	-	-

Reactive Dimensions

Controlling	
Autocratic	I have to get my own way.
	I tend to control others.
	I am domineering.
	I dictate rather than influence what others do.
	I pursue results at the expense of people.
Driven	I drive myself excessively hard.
	I am a workaholic.
	I try too hard to be the best at everything I take on.
	I push myself too hard.
Ambition	I am aggressive.
	I believe to feel good, one must constantly move up.
	I believe winning is what really matters.
	I am excessively ambitious.
Perfect	I try to do everything perfectly well.
	I am critical of myself when things don't go as well as expected.
	I believe average is definitely not good enough.
	I need to perform flawlessly.
	I am a perfectionist.
	I need to excel in every situation.
	I expect extremely high standards of others.

Protecting	
Critical	I am sarcastic and/or cynical.
	I am critical.
	I hurt people's feelings.
	I put people down.
Distance	I am emotionally distant.
	I remain standoffish.
	I am hard to get to know.
	I am aloof.
Arrogance	I am self-centered.
	I have too big of an ego.
	I am arrogant.

Complying	
Belonging	I am overly conservative.
	I work too hard for others' acceptance.
	I adopt others' points of view so as not to disappoint them.
	I play it too safe.
	I try too hard to conform to the group's rules/norms.
	I try to please others by going along to get along.
Passive	I am wishy-washy in decision making.
	I lack drive.
	I lack passion.
	I am passive.
Conservative	I am conservative.
	I follow conventional ways of doing things.
	I conform to rules.
Pleasing	I need to be accepted by others.
	I need to be admired by others.
	I worry about others' judgment.
	I need the approval of others.

Sorted by Self Percentile

I	Self Percentile	Evaluator Percentile
Dimensions		
Ambition	**100 %**	-
Balance	**98 %**	-
Sustainable Productivity	**97 %**	-
Distance	**96 %**	-
Perfect	**96 %**	-
Interpersonal Intelligence	**96 %**	-
Decisiveness	**94 %**	-
Composure	**94 %**	-
Achieves Results	**92 %**	-
Courageous Authenticity	**92 %**	-
Driven	**86 %**	-
Systems Thinker	**86 %**	-
Mentoring & Developing	**86 %**	-
Strategic Focus	**85 %**	-
Integrity	**85 %**	-
Arrogance	**84 %**	-
Critical	**83 %**	-
Community Concern	**81 %**	-
Purposeful & Visionary	**76 %**	-
Autocratic	**75 %**	-
Fosters Team Play	**65 %**	-
Personal Learner	**64 %**	-
Collaborator	**38 %**	-
Selfless Leader	**37 %**	-
Caring Connection	**33 %**	-
Passive	**22 %**	-
Belonging	**5 %**	-
Conservative	**3 %**	-
Pleasing	**0 %**	-
Summary Dimensions		
Authenticity	**95 %**	-
Protecting	**93 %**	-
Systems Awareness	**93 %**	-
Controlling	**91 %**	-
Self-Awareness	**91 %**	-
Achieving	**90 %**	-
Relating	**76 %**	-
Complying	**3 %**	-
Summary Measures		
Leadership Effectiveness	**83 %**	-
Reactive-Creative Scale	**66 %**	-
Leadership Potential Utilization	**66 %**	-
Relationship-Task Balance	**54 %**	-

Sorted by Evaluator Percentile

	Self Percentile	Evaluator Percentile
Dimensions		
Pleasing	0 %	-
Conservative	3 %	-
Passive	22 %	-
Belonging	5 %	-
Arrogance	84 %	-
Distance	96 %	-
Critical	83 %	-
Perfect	96 %	-
Ambition	100 %	-
Driven	86 %	-
Autocratic	75 %	-
Strategic Focus	85 %	-
Decisiveness	94 %	-
Achieves Results	92 %	-
Purposeful & Visionary	76 %	-
Sustainable Productivity	97 %	-
Systems Thinker	86 %	-
Community Concern	81 %	-
Integrity	85 %	-
Courageous Authenticity	92 %	-
Balance	98 %	-
Personal Learner	64 %	-
Selfless Leader	37 %	-
Composure	94 %	-
Collaborator	38 %	-
Mentoring & Developing	86 %	-
Caring Connection	33 %	-
Interpersonal Intelligence	96 %	-
Fosters Team Play	65 %	-
Summary Dimensions		
Complying	3 %	-
Protecting	93 %	-
Controlling	91 %	-
Achieving	90 %	-
Systems Awareness	93 %	-
Authenticity	95 %	-
Self-Awareness	91 %	-
Relating	76 %	-
Summary Measures		
Relationship-Task Balance	54 %	-
Reactive-Creative Scale	66 %	-
Leadership Potential Utilization	66 %	-
Leadership Effectiveness	83 %	-