

Leadership Effectiveness Analysis™

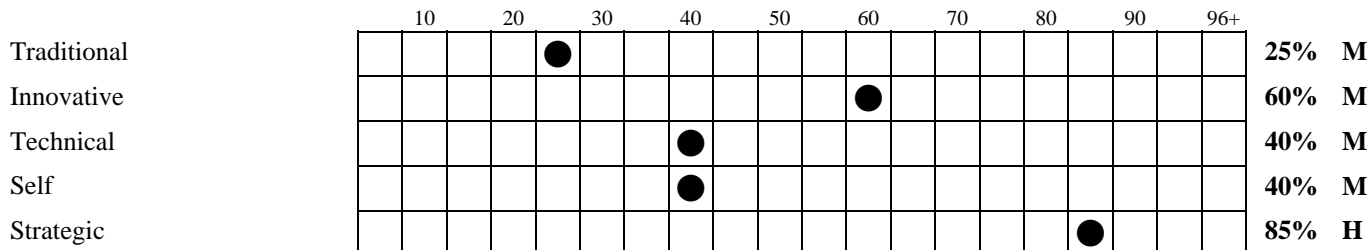
Role Expectations - Group Report

Median Profile

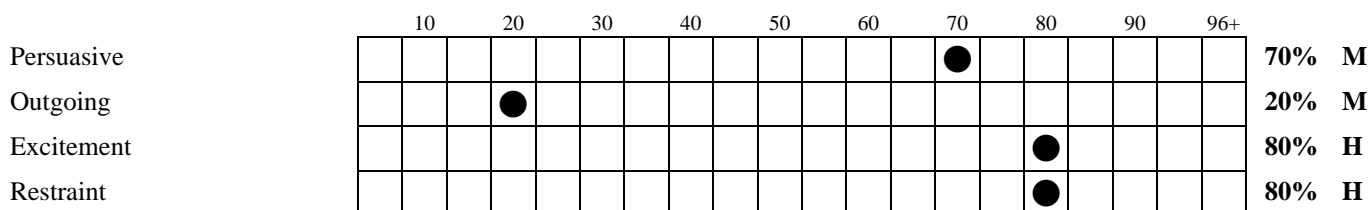
LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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Rater Agreement:

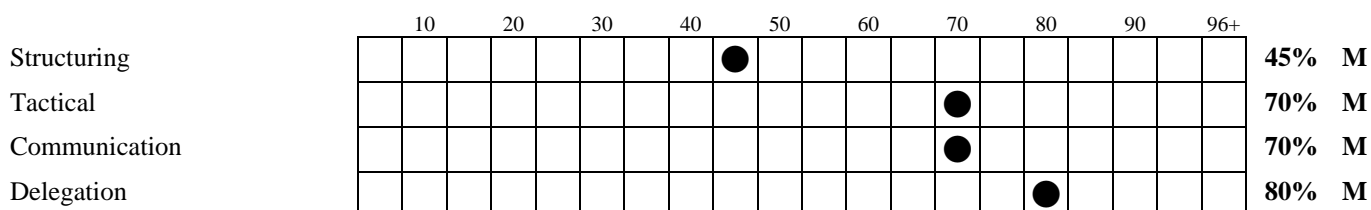
Creating a Vision



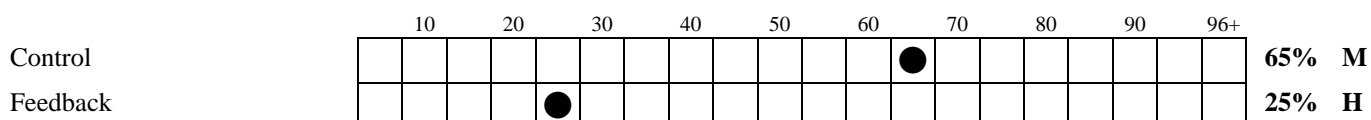
Developing Followers



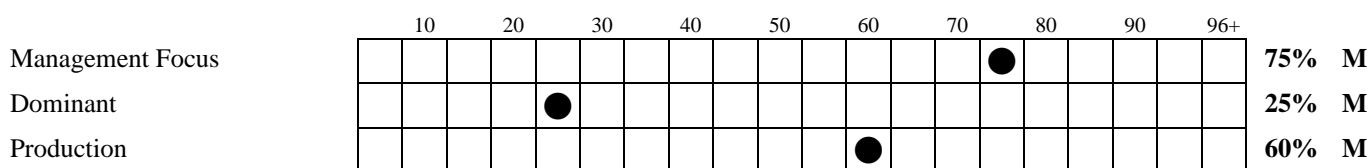
Implementing the Vision



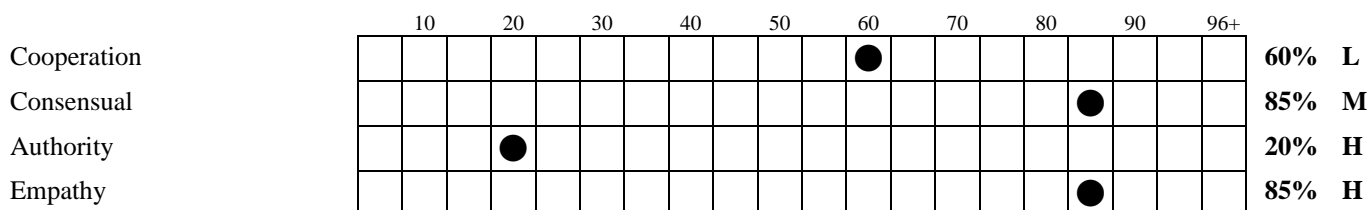
Following Through



Achieving Results



Team Playing



Leadership Effectiveness Analysis™

Role Expectations - Group Report

Median/Frequency

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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Rater Agreement:

Creating a Vision

	10	20	30	40	50	60	70	80	90	96+			
Traditional		3	1	●	3			1				25%	M
Innovative				1	1	3	●	1		1	1	60%	M
Technical			1	1	1	2	●					40%	M
Self	1			1	1	●	1	2				40%	M
Strategic						1		2	1	●	2	85%	H

Developing Followers

	10	20	30	40	50	60	70	80	90	96+			
Persuasive		1				1	2	●		1	2	70%	M
Outgoing	2	1	1	●	1			2				20%	M
Excitement							1	1	2	●	1	80%	H
Restraint				1				1	1	1	●	80%	H

Implementing the Vision

	10	20	30	40	50	60	70	80	90	96+			
Structuring			1	1	1	1	●	1		1		45%	M
Tactical		2			1		1	●		2		70%	M
Communication	1	1		1				1	2	●	1	70%	M
Delegation			1			1			2	●	1	80%	M

Following Through

	10	20	30	40	50	60	70	80	90	96+			
Control	1			1			1	●	1	1	1	65%	M
Feedback	1		1	3	●	1				2		25%	H

Achieving Results

	10	20	30	40	50	60	70	80	90	96+			
Management Focus					1	2		3	●	1	1	75%	M
Dominant	1	1	2		●	1			1			25%	M
Production			2		1			1	●	1		60%	M

Team Playing

	10	20	30	40	50	60	70	80	90	96+			
Cooperation	1	1		1			1	●	1	1	1	60%	L
Consensual				1	1		1		1	●	3	85%	M
Authority		2	2	●	2	1		1				20%	H
Empathy								1	1	2	●	85%	H