



LEADERSHIP**CODE**

Self Assessment **Individual Report**

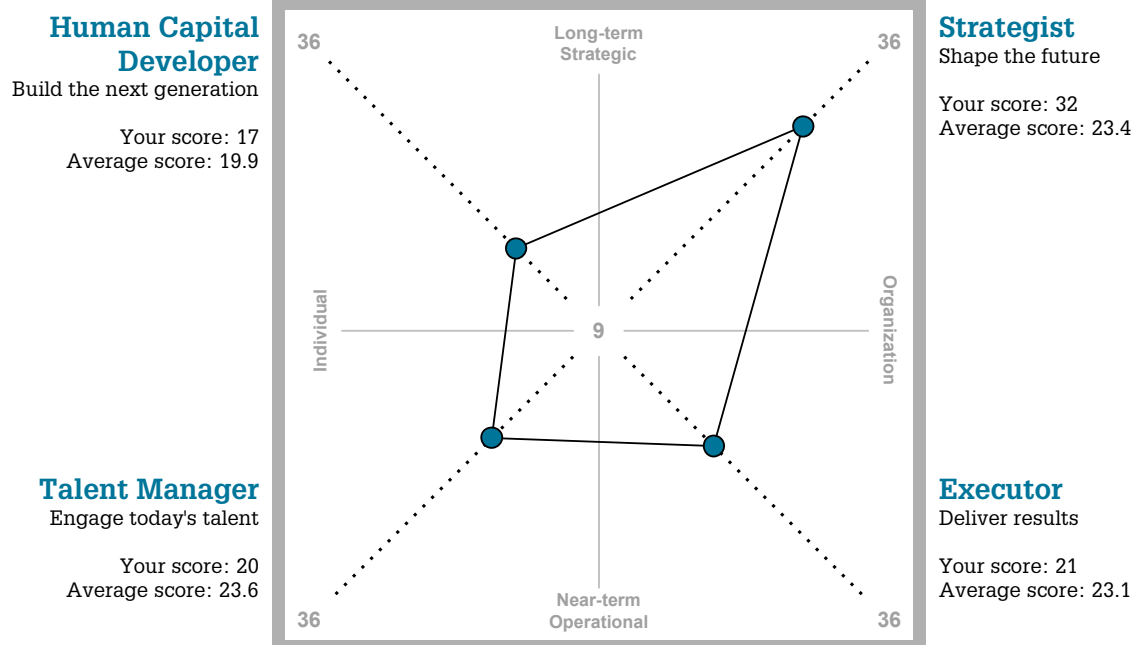
Simon Sample

2.0 OVERVIEW

The Leadership Code Self Assessment measures your perception of your preferences and strengths in the Leadership Code. The overview information presented below can help you understand how to focus your contributions to create meaningful results for your organization.

2.1 ACTION DOMAINS

One part of the online assessment asked you to rank your tendency to perform work activities representing each of the action domains against each other. This ranking process reveals your preferences for the activities that relate to each of the action domains. Low scores in any area do not necessarily indicate low performance, merely that you are less likely to devote time to these types of activities. The graph below presents your overall score in each of the action domains as well as the average score of all participants.



Your strongest action domain was: **Strategist**

Leaders with strengths as strategists answer the question "Where are we going?" They are practical futurists who figure out where the organization needs to go to succeed, who test their ideas against current resources (money, people, organizational capabilities), and who work with others to figure out how to get from the present to the desired future. Strategists have a point of view about the future and make sure their organization is ready to create and respond to that future.

Leaders whose strongest domain is the strategist domain demonstrate strengths in competencies associated with strategy formulation: Have a point of view about the future; Create a customer-centric view of strategy; Engage the organization in developing strategy; and Create strategic traction in the organization.

Your weakest action domain was: **Human Capital Developer**

Leaders score low in this domain primarily because they focus too much on the near-term and not enough on future development. Sometimes, this is the result of near-term pressures that are allowed to crowd out thinking about future needs. For others, it may be a feeling that the organization can adapt when the need arises. These leaders just may not worry about

2.2 PERSONAL PROFICIENCY

Personal Proficiency represents the core personal traits that are requirements for lasting effective leadership. The scores in the circles to the right represent how your rating for each Personal Proficiency competency compares with the ratings of others who have taken the Leadership Code Self Assessment.

- + Your score in this competency is categorized as High (in the top 85% of all participants). Your effectiveness as a leader is not compromised by personal behaviors in this category.
- ~ Your score in this competency is categorized as High Average (between 50% and 85% of all participants). Consider whether there are items here that you need to excel at.
- ~ Your score in this competency is categorized as Low Average (below 50% but above 15% of all participants). Consider whether there are items here that may affect your ability to be an effective leader.
- Your score in this competency is categorized as Low (in the bottom 15% of all participants). Addressing low-scored items in this category is critical for leadership effectiveness.



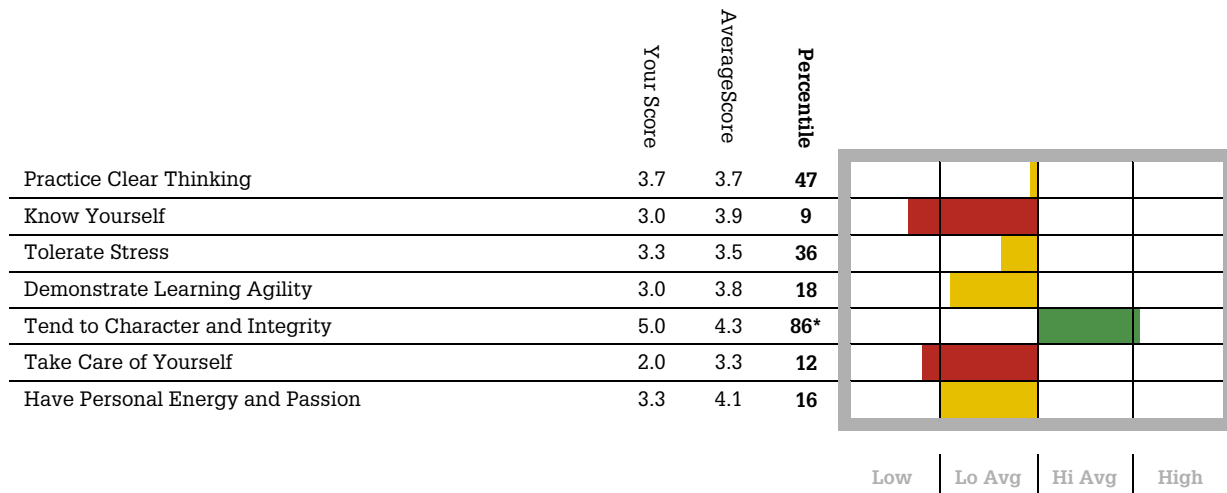
Weakness in any of the Personal Proficiency competencies will ultimately get in the way of success and prevent you from achieving your personal and professional goals. As you think about how you want to change, you should consider the impact taking action to build your capabilities in the following competency(ies) could have on the effectiveness and sustainability of your leadership:

- **Practice Clear Thinking**
- **Know Yourself**
- **Tolerate Stress**
- **Demonstrate Learning Agility**
- **Take Care of Yourself**
- **Have Personal Energy and Passion**

3.2 PERSONAL PROFICIENCY

Competency Scores

The bar chart below presents your average score for each competency in the Personal Proficiency domain and the average score of all participants. Your percentile score is also presented as a bar beginning at the center, or 50th percentile. Scores that fall in the "Low" section of the bar chart are below the 15th percentile of all scores. Scores that fall in the "High" section of the bar chart are higher than the 85th percentile.



* The difference between 100 and this score is the percentage of other people who had a 5.0 score on this item.

Item Scores

This section presents the score you gave yourself for each Personal Proficiency item in the online assessment. It also reports the average score of all respondents.

