LEADERSHIP CIRCLE
PROFILE™

Administering a Leadership Circle Profile™ Retake

Mike O'Connor: Leadership Circle
Gina Mangum, Leadership Circle

Guest Speaker – Mike Jett – Honda

June 2022

OUR PURPOSE

We exist to evolve the conscious practice of leadership, to steward the planet, and to awaken us all to our inherent unity.

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Session Objectives

- Explore the value and benefits of the LCP Retake with the same leader
- Discuss things to consider when preparing for a retake
- Explore the differences between conducting a retake debrief and ongoing coaching
- And more!

What is a Retake?

Any LCP taken for a second (or more) time following an initial LCP

Not a pulse or check-in… a full LCP with the same or an updated set of evaluators, with a full debrief

Typically taken 12 – 18 months after the initial survey

The Value of Retakes

"The real deep work begins with the second LCP"

> \- Bill Adams

❑ Accountability – 'what you measure, changes'

❑ A measure of progress on key developmental areas

❑ Tells a story

❑ True change is a multi-year process, sets up a successful coaching engagement from the start
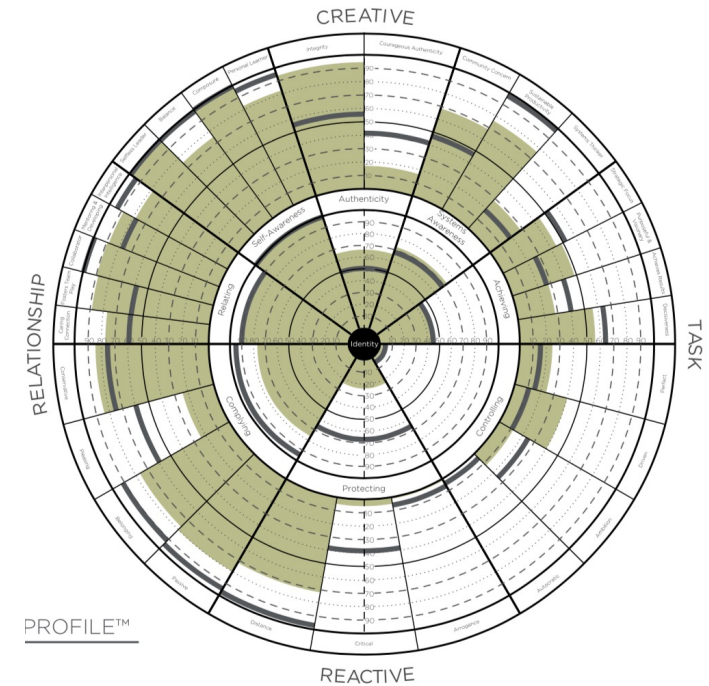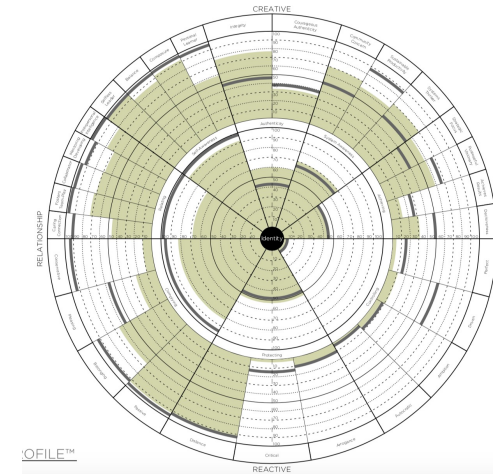
Discussion:

Your client just completed a second LCP, after 2 years.

The results didn't shift much, and actually lowered in a few areas.
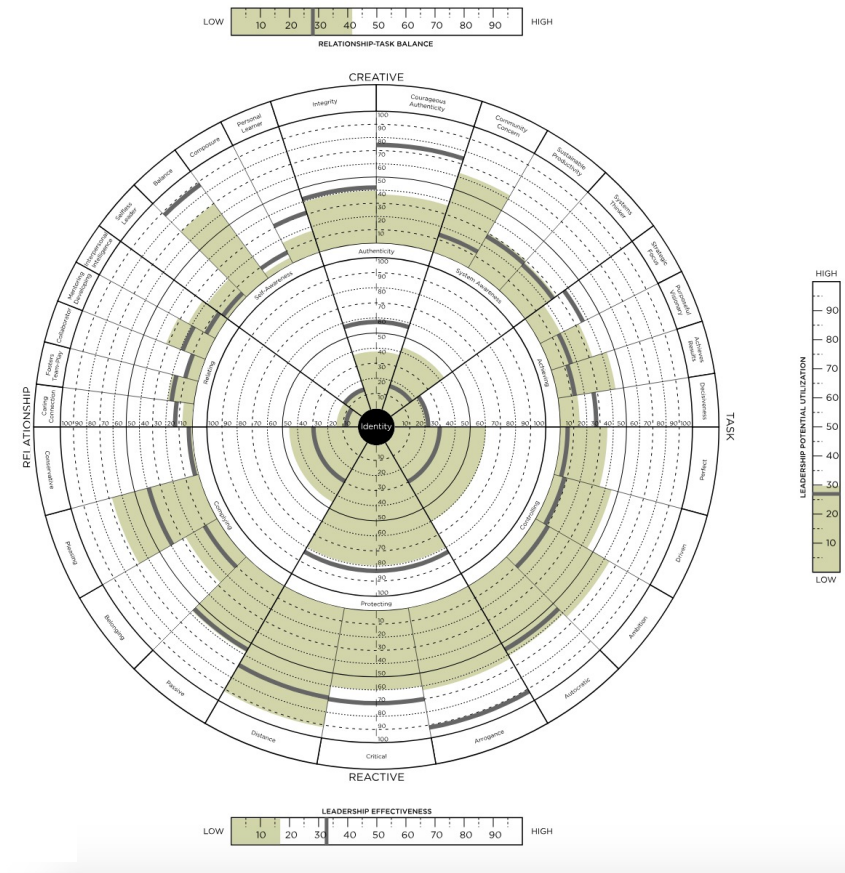
What are possible explanations for this?

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April 2016

March 2018

Awareness precedes
Choice…
and Choice precedes
Change

We recommend 12 -18 months

- Time for leader's Insights

- Time for Commitments

- Some experimentation

- Behavior change… consistently

- Time for people to see/ experience the change

REQUIRES committed focus on development

How to Prepare for a Debrief

Get organized earlier – double the data

Review the New Report and the Original Report

Review Qualitative Comments – trends

Review Graphs - trends

10

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LC Database 1.5

- Project Center will automatically recognize when a participant is having a retake

- When generating reports, Project Center will automatically rerun the "old" report(s) for you, along with the new report

- No additional cost

LEADERSHIP CIRCLE

Dimensions Sorted by Self (left) and Evaluators (right)

Bill Smith 2/17/2010	Self Percentile	Evals Percentile
Dimensions		
Driven	93 %	82 %
Systems Thinker	92 %	70 %
Autocratic	88 %	68 %
Ambition	74 %	52 %
Achieves Results	73 %	37 %
Perfect	63 %	44 %
Arrogance	62 %	54 %
Pleasing	61 %	27 %
Composure	59 %	73 %
Strategic Focus	59 %	25 %
Caring Connection	54 %	46 %
Mentoring & Developing	54 %	53 %
Collaborator	53 %	43 %
Passive	52 %	44 %
Purposeful & Visionary	50 %	28 %
Belonging	50 %	66 %
Community Concern	49 %	7 %
Decisiveness	48 %	47 %
Critical	45 %	69 %
Conservative	45 %	52 %
Selfless Leader	40 %	56 %
Distance	38 %	58 %
Personal Learner	37 %	35 %
Sustainable Productivity	36 %	38 %
Courageous Authenticity	32 %	39 %
Integrity	30 %	33 %
Interpersonal Intelligence	27 %	53 %
Balance	23 %	3 %
Fosters Team Play	18 %	45 %
Summary Dimensions		
Controlling	89 %	67 %
Systems Awareness	60 %	26 %
Achieving	58 %	28 %
Complying	52 %	48 %
Protecting	43 %	60 %
Relating	37 %	48 %
Self-Awareness	35 %	37 %
Authenticity	25 %	34 %
Summary Measures		
Leadership Effectiveness	80 %	55 %
Relationship-Task Balance	50 %	52 %
Leadership Potential Utilization	44 %	40 %
Reactive-Creative Scale	39 %	37 %

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12

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How you think you are leading…

Other people's primary experience of you…

Dimensions	Self Percentile	Evaluator Percentile
Integrity	100 %	24 %
Purposeful & Visionary	98 %	28 %
Strategic Focus	89 %	32 %
Achieves Results	87 %	30 %
Decisiveness	86 %	35 %
Fosters Team Play	86 %	32 %
Community Concern	84 %	34 %
Systems Thinker	84 %	40 %
Sustainable Productivity	80 %	28 %
		32 %
Selfless Leader	71 %	28 %
Courageous Authenticity	68 %	45 %
Mentoring & Developing	64 %	26 %
Ambition	59 %	59 %
Interpersonal Intelligence	58 %	20 %
Balance	53 %	48 %
Pleasing	51 %	55 %

Dimensions	Self Percentile	Evaluator Percentile
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Ambition	59 %	59 %
Pleasing	51 %	55 %
Distance	30 %	54 %
Balance	53 %	48 %
Passive	22 %	48 %
Driven	48 %	48 %
Courageous Authenticity	68 %	45 %
Belonging	39 %	41 %
Systems Thinker	84 %	40 %
Decisiveness	86 %	35 %
Community Concern	84 %	34 %
Strategic Focus	89 %	32 %
Perfect	46 %	32 %
Caring Connection	80 %	32 %
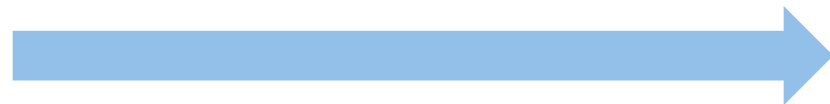
your current Leadership Brand

13

LEADERSHIP CIRCLE
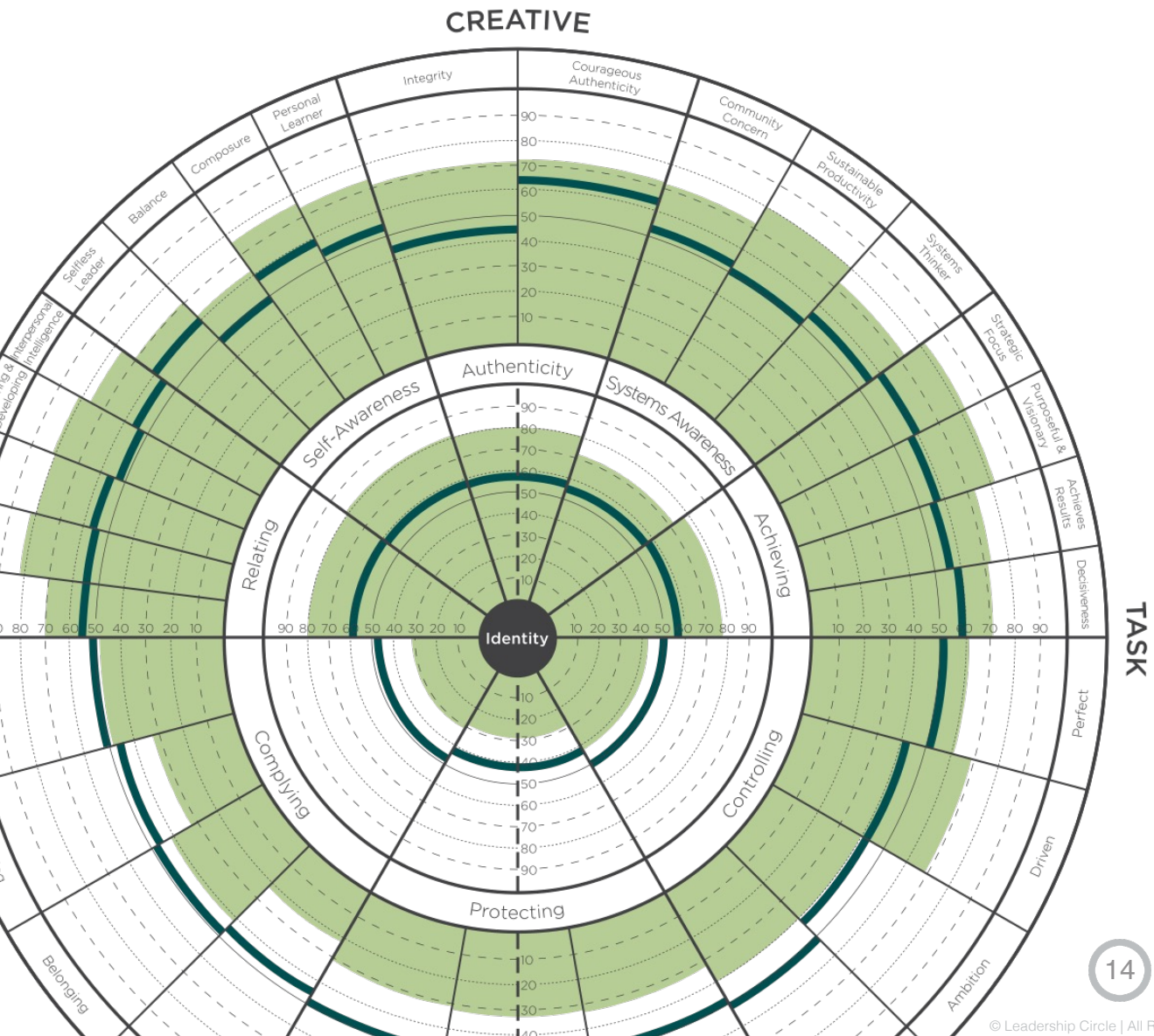
Rating Scale:

5 = Always

4 = Often

3 = Sometimes

2 = Rarely

1 = Never

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Differences in Retake Debriefs

RETAKE

DEBRIEF
STEPS

1 Establish rapport with the participant

2 Review the agenda

3 Explain the three reports and labels to ensure clarity

4 Start by connecting on their growth (personally), for instance:
   a. How have you grown since your last profile?
   b. What have you been working on most specifically since your last profile?

5 Ask them to read and reflect upon the most recent open-ended comments. Next, ask the participant to compare these to the comments from their old report

6 Describe The Leadership Circle *(even if they have heard it before)*
   a. Ask them what they notice about their new graph
   b. Ask them what they notice about their new profile compared to the old graph

7 Explore the new profile while comparing it to the old profile

8 Explore changes to the participant's "Leadership Brand" (Page 10 of the profile reports)

9 Inquire about an Awareness Assignment they will make for the next two weeks

10 Schedule time to follow back up in two weeks to continue the conversation

Your Leadership Focus:

- **Where is your focus? Where has it been?**

- **What have you been doing in your development?**

- **Did you create an LDP? What was your OBT?**

- **How did you engage others in your learning / story?**

Context / Your Leadership Journey / Current Narrative:

- **Who are you? As a person? As a leader? What's changed in your world?**

- **How has this impacted you, and your mindset?**

- **What's holding you back from that which you aspire to be?**

What got you here may not get you there. Continued progress sometimes requires that you "put down your rafts," relinquishing prized beliefs, assumptions, and stories (Inner Game) or behaviors or habits (Outer Game) that you needed at one point but are now holding you back.

When you commit to do something, you're making a contract between your current self and your future self.
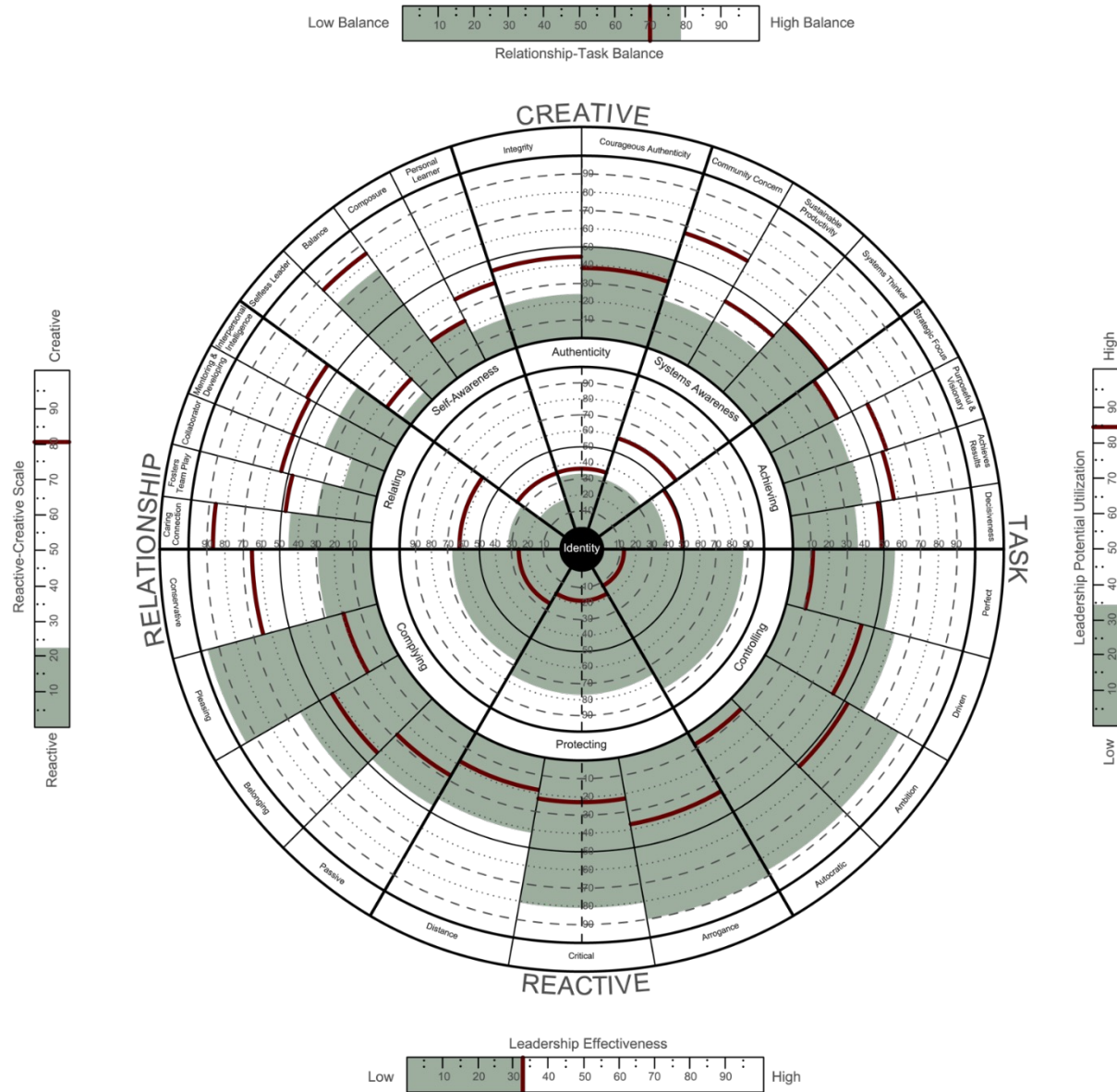
As with any contract, you are more likely to follow through on your good intentions when:

- the commitment is clear and specific

- other people know about it

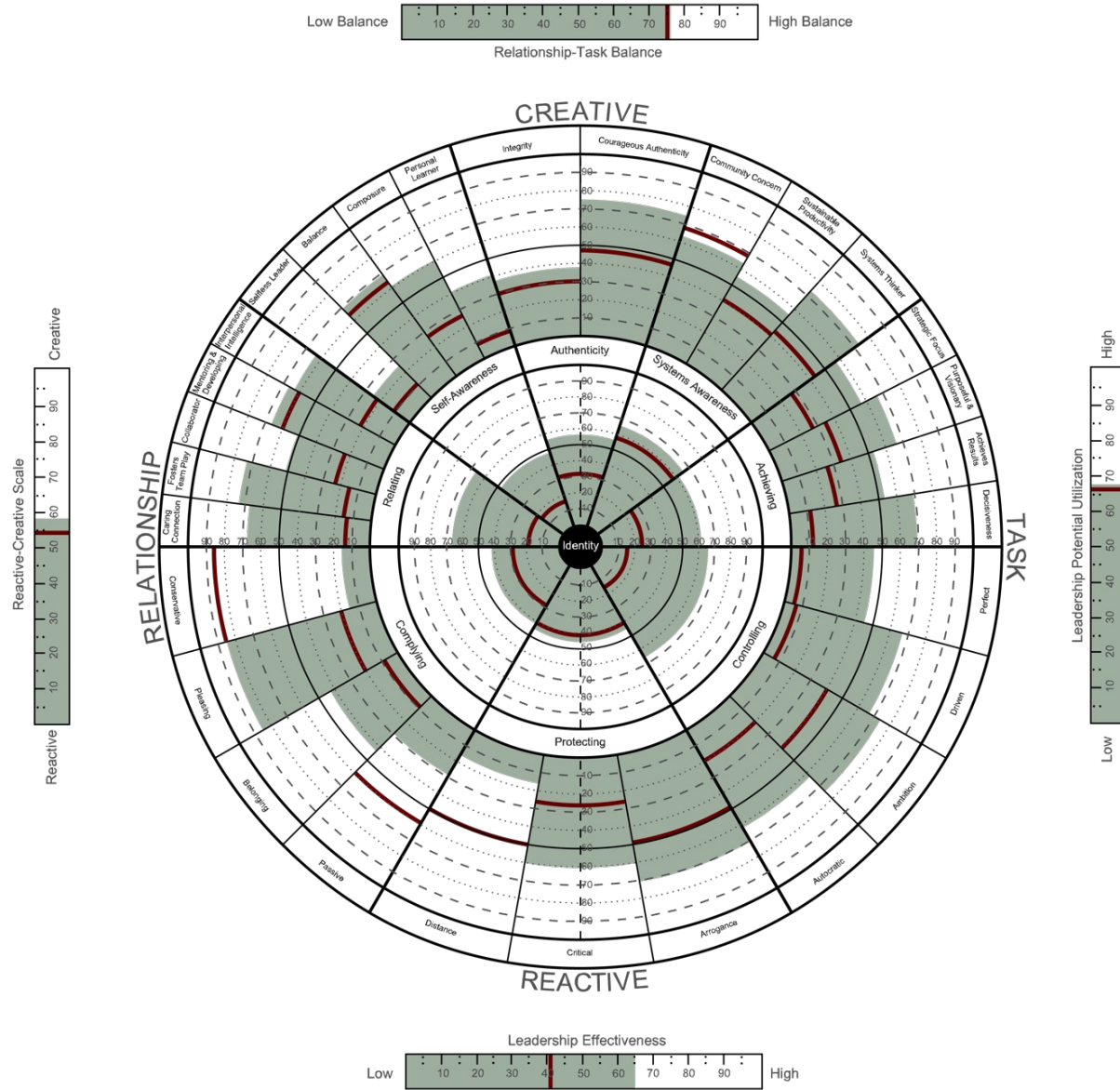- your future self loses something for failing to follow through
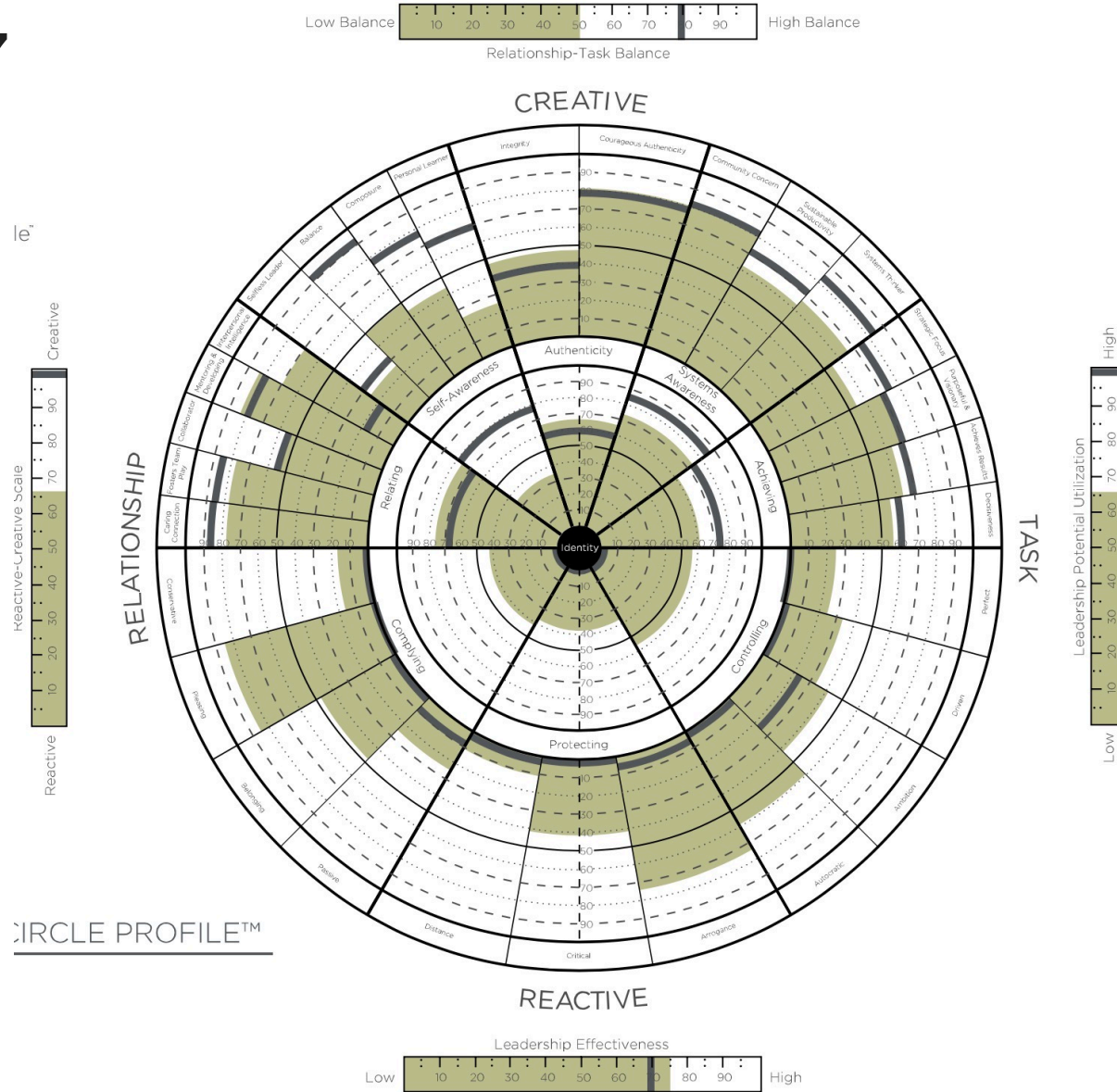
MIKE JETT'S
LEADERSHIP JOURNEY

Mike Jett-2012

Mike Jett-2014

Mike Jett-2017

LQ=1.4

Mike Jett – Results

**PRODUCTIVITY:** Increased 8 percentage points from 88 to 96%

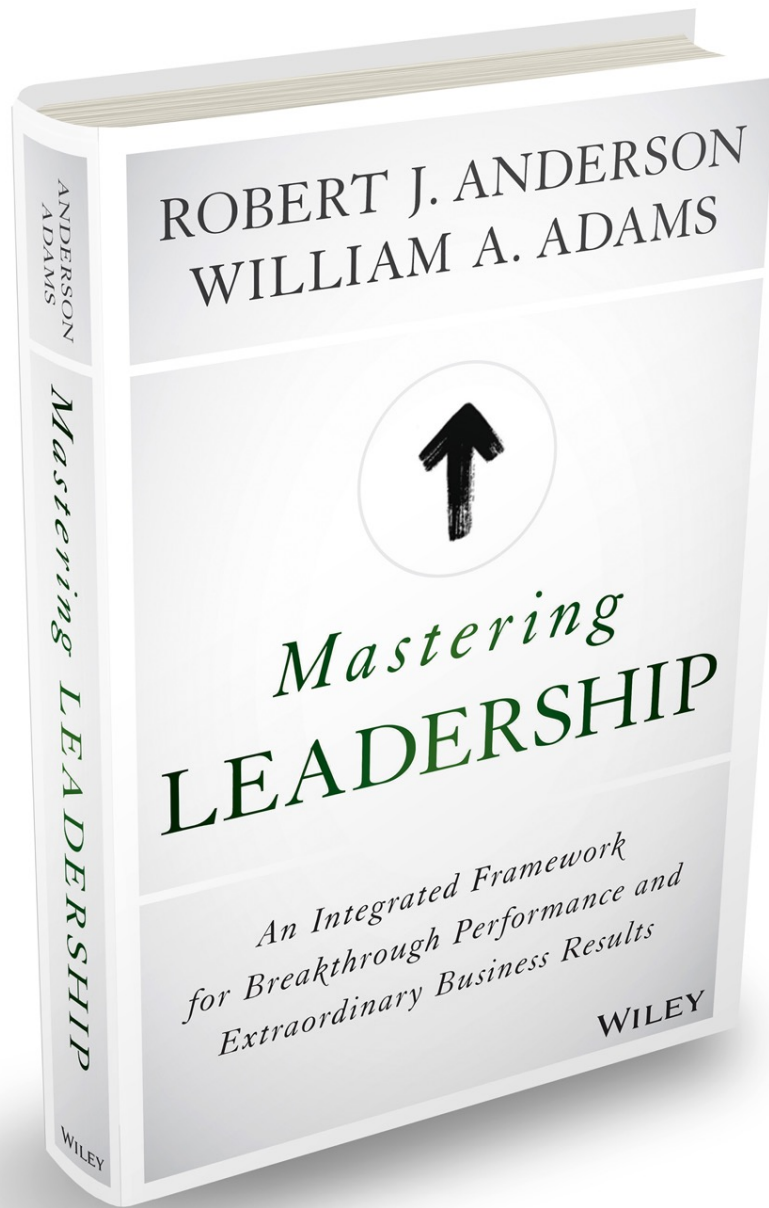**SAFETY**: The incidence of injury rate dropped from 9 to 0.5, the lowest in the company

QUALITY: The customer complaint measure went from 90 to 19—setting company and industry records

EMPLOYEE RETENTION: Attrition went from 17% (meaning they were losing 17 percent of their manpower annually) to 6% and moving toward their goal of 3%

Mike Jett 2021
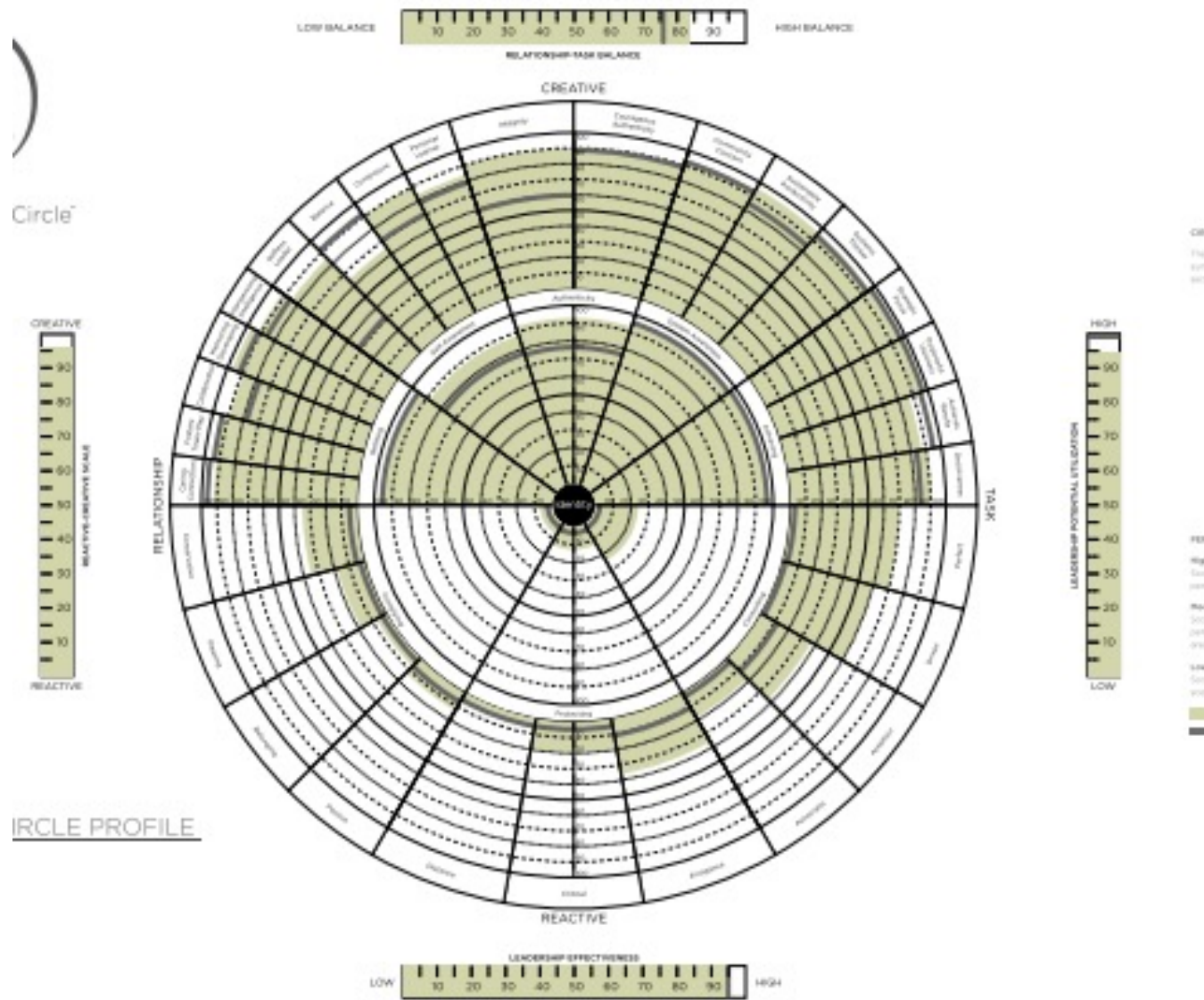
MASTERING LEADERSHIP:

An Integrated Framework for Breakthrough Performance and Extraordinary Business Results

Bill Adams   Bob Anderson

Available on LC Go! ...
Practitioner Resources

LEADERSHIP CIRCLE

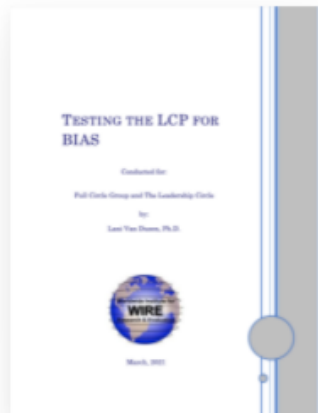| The Debrief	Development Planning	Data Correlations & Validity	Theory & Framework

Manager Eq

White Papers Available to You

VIDEO LINK
LCP Profile

TESTING THE LCP FOR BIAS

Conducted for:

Full Circle Group and The Leadership Circle

by:

Lani Van Dusen, Ph.D.

WIRE

March, 2021

Statistics &

THE LEADERSHIP CIRCLE PROFILE:

Breakthrough Leadership Assessment Technology

Bob Anderson
Founder, Chairman & Chief Development Officer
The Leadership Circle*

HOW DOES THE LEADERSHIP CIRCLE PROFILE COMPARE TO OTHER 360° ASSESSMENTS?

Instrument Validation Study

REGARDING LEADERSHIP CIRCLE PROFILE™

By Industrial Psychology Department
Bowling Green State University

Available on LC Go! …
Practitioner Resources

Password: Creative1TLC

LEADERSHIP CIRCLE

The Debrief   Development Planning   **Data Correlations & Validity**   Theory & Framework

Manager Ec...

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March, 2021

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LCP Profile

Statistics & ...Testing for Instrument Bias-WIRE-report60

THE LEADERSHIP CIRCLE PROFILE:

Breakthrough Leadership Assessment Technology

Bob Anderson
Founder, Chairman & Chief Development Officer
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HOW DOES THE LEADERSHIP CIRCLE PROFILE COMPARE TO OTHER 360° ASSESSMENTS?

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REGARDING LEADERSHIP CIRCLE PROFILE™

By Industrial Psychology Department
Bowling Green State University

Leadership Circle Customer Support

North America

📞 **PHONE NUMBER**

(800) 895-0399
(801) 663-7173

✉ **EMAIL**

support@theleadershipcircle.com

🕐 **HOURS OF OPERATION**

Monday- Friday
8am to 5:30pm MT

We are so proud to serve the Leadership Circle client community, supporting them in their support to the leaders they serve.

Every interaction is an opportunity to elevate the conscious practice of leadership.

Jeri Gilbert

Director of Operations - Leadership Circle Customer Support Manager

28

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Thank you for joining us!