

LEADERSHIP CIRCLE PROFILE™ MANAGER EDITION

V1.5

LEADERSHIP CIRCLE PROFILE™
Manager Edition

GROUP REPORT - English

Monday, May 25, 2020

The Leadership Circle Manager Report

LCP-ME Sample Group Report

2020-05-25

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.40	4.08	-	3.83	4.22	4.24	4.08
Being	4.23	4.07	-	3.90	4.24	4.17	4.01
Achieving	4.07	3.96	-	3.55	4.15	3.88	4.04
Controlling	1.92	2.22	-	2.01	2.11	2.95	2.43
Protecting	1.45	1.58	-	1.54	1.50	1.46	1.77
Complying	1.76	1.98	-	2.06	1.84	2.73	2.05
Leadership Effectiveness	3.84	4.05	-	3.54	4.30	4.05	4.11
Number of Assessors	10	70	0	14	35	4	17

The Leadership Circle Manager Report

LCP-ME Sample Group Report

2020-05-25

Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	86 %	69 %	-	51 %	80 %	69 %	59 %
Being	82 %	66 %	-	52 %	82 %	63 %	46 %
Achieving	72 %	62 %	-	39 %	77 %	38 %	56 %
Controlling	14 %	41 %	-	32 %	33 %	83 %	61 %
Protecting	9 %	24 %	-	26 %	20 %	24 %	46 %
Complying	14 %	32 %	-	37 %	23 %	94 %	50 %
Reactive-Creative Scale	94 %	71 %	-	62 %	82 %	36 %	52 %
Relationship-Task Balance	67 %	75 %	-	67 %	82 %	28 %	79 %
Leadership Potential Utilization	88 %	79 %	-	68 %	86 %	28 %	68 %
Leadership Effectiveness	69 %	68 %	-	38 %	83 %	53 %	61 %
Number of Assessors	10	70	0	14	35	4	17

THE LEADERSHIP CIRCLE MANAGER RESULTS

Creative Dimensions

LCP-ME Sample Group Report

2020-05-25	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	10	70	0	14	35	4	17
Relating	86 %	69 %	-	51 %	80 %	69 %	59 %
Average Response	4.40	4.08	-	3.83	4.22	4.24	4.08
Caring	84 %	75 %	-	68 %	77 %	66 %	70 %
Average Response	4.45	4.14	-	4.09	4.19	4.11	4.20
Mentoring	76 %	68 %	-	39 %	79 %	76 %	56 %
Average Response	4.30	4.06	-	3.60	4.22	4.42	4.04
Teamwork	74 %	69 %	-	43 %	81 %	60 %	56 %
Average Response	4.36	4.16	-	3.76	4.36	4.20	4.12
Interpersonal	83 %	58 %	-	43 %	72 %	69 %	44 %
Average Response	4.43	3.97	-	3.78	4.12	4.24	3.94
Being	82 %	66 %	-	52 %	82 %	63 %	46 %
Average Response	4.23	4.07	-	3.90	4.24	4.17	4.01
Balance	86 %	78 %	-	55 %	84 %	76 %	65 %
Average Response	4.25	4.04	-	3.68	4.23	4.22	3.98
Composure	59 %	57 %	-	44 %	75 %	63 %	37 %
Average Response	3.92	3.89	-	3.65	4.15	4.15	3.78
Integrity	80 %	68 %	-	57 %	78 %	56 %	54 %
Average Response	4.52	4.32	-	4.20	4.43	4.27	4.28
Courage	65 %	48 %	-	50 %	66 %	54 %	33 %
Average Response	3.97	3.78	-	3.74	3.95	3.94	3.67
Achieving	72 %	62 %	-	39 %	77 %	38 %	56 %
Average Response	4.07	3.96	-	3.55	4.15	3.88	4.04
Vision	72 %	67 %	-	40 %	77 %	50 %	61 %
Average Response	4.03	3.89	-	3.37	4.06	3.92	4.00
Strategy	61 %	61 %	-	35 %	75 %	32 %	59 %
Average Response	3.76	3.84	-	3.29	4.06	3.71	3.99
Results	84 %	59 %	-	41 %	71 %	43 %	46 %
Average Response	4.53	4.15	-	3.90	4.27	4.14	4.15
Decisions	60 %	58 %	-	38 %	78 %	20 %	45 %
Average Response	4.10	4.01	-	3.64	4.27	3.68	4.02

Questions Related to Each Dimension

Creative Dimensions

Relating

Caring	I form warm and caring relationships. I am compassionate. I connect deeply with others.
Mentoring	I help people learn, improve, and change. I provide feedback focused on professional growth. I am a people builder/developer. I help direct reports create development plans.
Teamwork	I share leadership. I promote high levels of teamwork through my leadership style. I create a positive climate that supports people doing their best.
Interpersonal	I learn from mistakes. I take responsibility for my part of relationship problems. I listen openly to criticism and ask questions to further understand. In a conflict, I accurately restate the opinions of others.

Being

Balance	I find enough time for personal reflection. I balance work and personal life.
Composure	I handle stress and pressure very well. I am composed under pressure. I am a calming influence in difficult situations.
Integrity	I hold to my values during good and bad times. I exhibit personal behavior consistent with my values. I lead in a manner that is completely aligned with my values. I am a good role model for the vision I espouse.
Courage	I speak directly even on controversial issues. I surface the issues others are reluctant to talk about. I am courageous in meetings.

Achieving

Vision	I provide strategic vision for the organization. I inspire others with vision. I communicate a compelling vision. I articulate a vision that creates alignment within the organization.
Strategy	I am a gifted strategist. I establish a strategic direction that helps the organization to thrive. I have a firm grasp of the market place dynamics. I provide strategic direction that is thoroughly thought through.
Results	I am quick to seize opportunities upon noticing them. I am proficient at achieving high quality results on key initiatives. I strive for continuous improvement. I pursue results with drive and energy.
Decisions	I make decisions in a timely manner. I am an efficient decision maker. I make the tough decisions when required.

THE LEADERSHIP CIRCLE MANAGER RESULTS

Reactive Dimensions

LCP-ME Sample Group Report

2020-05-25	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	10	70	0	14	35	4	17
Controlling	14 %	41 %	-	32 %	33 %	83 %	61 %
Average Response	1.92	2.22	-	2.01	2.11	2.95	2.43
Perfectionist	73 %	81 %	-	40 %	81 %	87 %	83 %
Average Response	3.91	3.45	-	2.85	3.58	3.88	3.66
Ambitious	70 %	71 %	-	41 %	67 %	86 %	85 %
Average Response	3.13	2.87	-	2.35	2.87	3.43	3.27
Autocratic	6 %	30 %	-	30 %	21 %	82 %	46 %
Average Response	1.35	1.89	-	1.82	1.73	2.83	2.06
Protecting	9 %	24 %	-	26 %	20 %	24 %	46 %
Average Response	1.45	1.58	-	1.54	1.50	1.46	1.77
Arrogant	13 %	27 %	-	37 %	20 %	31 %	45 %
Average Response	1.22	1.46	-	1.57	1.31	1.42	1.66
Critical	18 %	31 %	-	32 %	27 %	26 %	54 %
Average Response	1.55	1.59	-	1.54	1.50	1.41	1.78
Distant	16 %	25 %	-	23 %	25 %	25 %	44 %
Average Response	1.54	1.66	-	1.52	1.63	1.53	1.85
Complying	14 %	32 %	-	37 %	23 %	94 %	50 %
Average Response	1.76	1.98	-	2.06	1.84	2.73	2.05
Passive	20 %	26 %	-	37 %	20 %	94 %	36 %
Average Response	1.46	1.60	-	1.73	1.48	2.50	1.58
Belonging	21 %	56 %	-	47 %	45 %	81 %	59 %
Average Response	2.13	2.51	-	2.46	2.42	2.95	2.54
Pleasing	15 %	35 %	-	37 %	23 %	83 %	67 %
Average Response	2.11	2.40	-	2.47	2.14	3.06	2.76

Questions Related to Each Dimension

Reactive Dimensions

Controlling

Perfectionist	I need to perform flawlessly. I am a perfectionist. I try to do everything perfectly well. I need to excel in every situation. I try too hard to be the best at everything I take on.
Ambitious	I believe winning is what really matters. I am excessively ambitious. I am aggressive. I believe to feel good, one must constantly move up.
Autocratic	I have to get my own way. I dictate rather than influence what others do. I pursue results at the expense of people. I tend to control others. I am domineering.

Protecting

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

Complying

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

Sorted by Self Percentile

LCP-ME Sample Group Report	Self Percentile	Evaluator Percentile
Dimensions		
Balance	86 %	78 %
Results	84 %	59 %
Caring	84 %	75 %
Interpersonal	83 %	58 %
Integrity	80 %	68 %
Mentoring	76 %	68 %
Teamwork	74 %	69 %
Perfectionist	73 %	81 %
Vision	72 %	67 %
Ambitious	70 %	71 %
Courage	65 %	48 %
Strategy	61 %	61 %
Decisions	60 %	58 %
Composure	59 %	57 %
Belonging	21 %	56 %
Passive	20 %	26 %
Critical	18 %	31 %
Distant	16 %	25 %
Pleasing	15 %	35 %
Arrogant	13 %	27 %
Autocratic	6 %	30 %
Summary Dimensions		
Relating	86 %	69 %
Being	82 %	66 %
Achieving	72 %	62 %
Complying	14 %	32 %
Controlling	14 %	41 %
Protecting	9 %	24 %
Summary Measures		
Reactive-Creative Scale	94 %	71 %
Leadership Potential Utilization	88 %	79 %
Leadership Effectiveness	69 %	68 %
Relationship-Task Balance	67 %	75 %

Sorted by Evaluator Percentile

LCP-ME Sample Group Report	Self Percentile	Evaluator Percentile
Dimensions		
Perfectionist	73 %	81 %
Balance	86 %	78 %
Caring	84 %	75 %
Ambitious	70 %	71 %
Teamwork	74 %	69 %
Mentoring	76 %	68 %
Integrity	80 %	68 %
Vision	72 %	67 %
Strategy	61 %	61 %
Results	84 %	59 %
Decisions	60 %	58 %
Interpersonal	83 %	58 %
Composure	59 %	57 %
Belonging	21 %	56 %
Courage	65 %	48 %
Pleasing	15 %	35 %
Critical	18 %	31 %
Autocratic	6 %	30 %
Arrogant	13 %	27 %
Passive	20 %	26 %
Distant	16 %	25 %
Summary Dimensions		
Relating	86 %	69 %
Being	82 %	66 %
Achieving	72 %	62 %
Controlling	14 %	41 %
Complying	14 %	32 %
Protecting	9 %	24 %
Summary Measures		
Leadership Potential Utilization	88 %	79 %
Relationship-Task Balance	67 %	75 %
Reactive-Creative Scale	94 %	71 %
Leadership Effectiveness	69 %	68 %