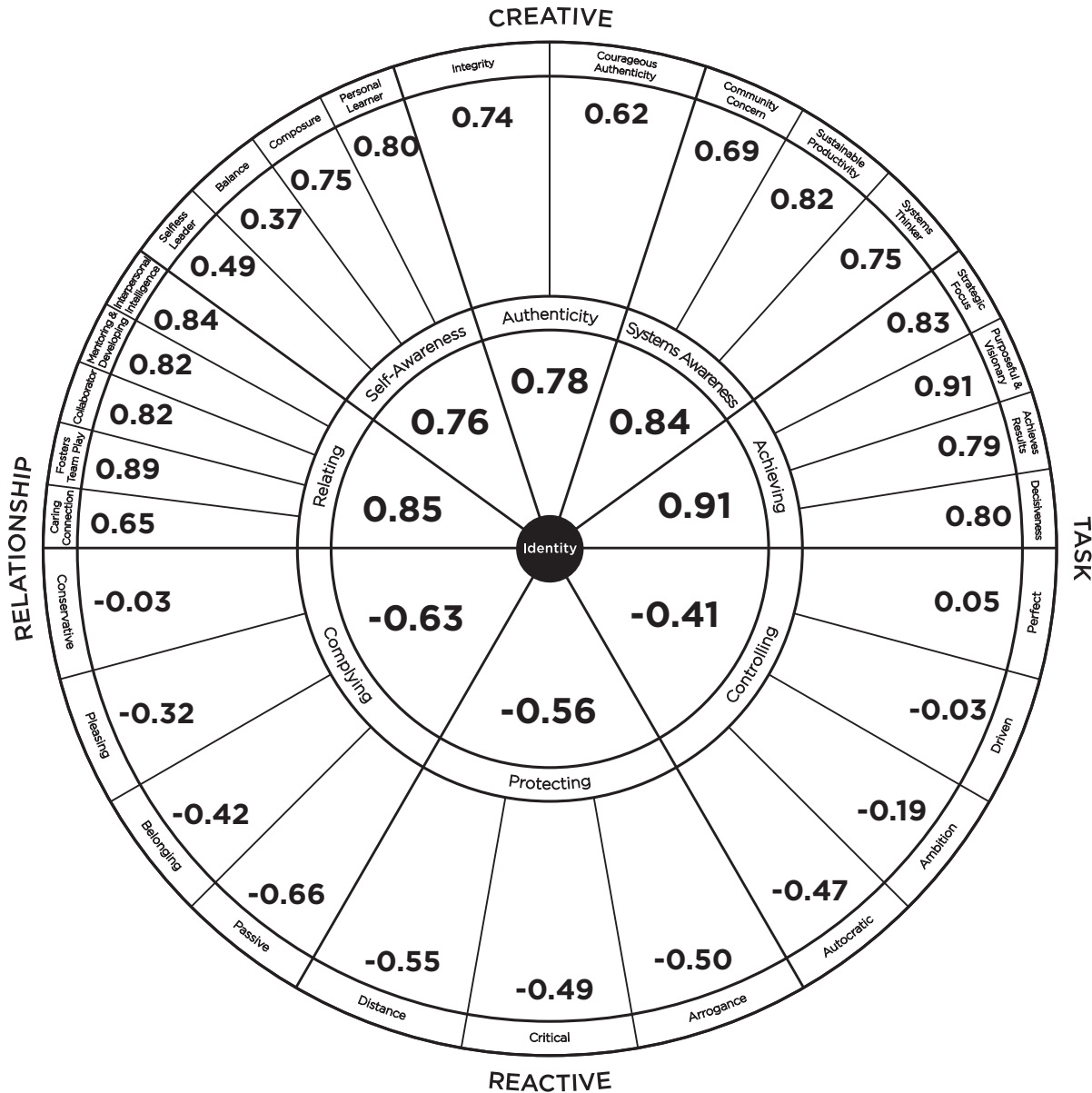


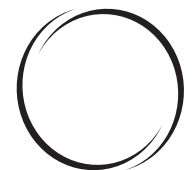
# THE LEADERSHIP CIRCLE PROFILE™

## Correlations to Leadership Effectiveness



### LEADERSHIP EFFECTIVENESS SCALE QUESTIONS

- I am satisfied with the quality of leadership that this leader provides.
- This leader is the kind of leader that others should aspire to become.
- This leader is an example of an ideal leader.
- This leader's leadership helps this organization to thrive.
- Overall, this leader provides very effective leadership.



# THE LEADERSHIP CIRCLE PROFILE™

## Correlations to Business Performance Index

| <b>PERFORMANCE CORRELATIONS*</b> | Business Performance Index | Leadership Effectiveness Scale | Relating | Self-Awareness | Authenticity | Systems Awareness | Achieving | Controlling | Protecting | Complying |
|----------------------------------|----------------------------|--------------------------------|----------|----------------|--------------|-------------------|-----------|-------------|------------|-----------|
| Business Performance Index       | 1                          | 0.61                           | 0.50     | 0.48           | 0.50         | 0.57              | 0.61      | -0.21       | -0.31      | -0.40     |
| Leadership Effectiveness         | 0.61                       | 1                              | 0.85     | 0.76           | 0.78         | 0.84              | 0.91      | -0.41       | -0.56      | -0.63     |
| Relating                         | 0.50                       | 0.85                           | 1        | 0.87           | 0.72         | 0.80              | 0.76      | -0.64       | -0.75      | -0.44     |
| Self-Awareness                   | 0.48                       | 0.76                           | 0.87     | 1              | 0.66         | 0.73              | 0.66      | -0.74       | -0.74      | -0.36     |
| Authenticity                     | 0.50                       | 0.78                           | 0.72     | 0.66           | 1            | 0.78              | 0.86      | -0.23       | -0.38      | -0.72     |
| Systems Awareness                | 0.57                       | 0.84                           | 0.80     | 0.73           | 0.78         | 1                 | 0.88      | -0.40       | -0.51      | -0.61     |
| Achieving                        | 0.61                       | 0.91                           | 0.76     | 0.66           | 0.86         | 0.88              | 1         | -0.24       | -0.41      | -0.75     |
| Controlling                      | -0.21                      | -0.41                          | -0.64    | -0.74          | -0.23        | -0.40             | -0.24     | 1           | 0.83       | 0.09      |
| Protecting                       | -0.31                      | -0.56                          | -0.75    | -0.74          | -0.38        | -0.51             | -0.41     | 0.83        | 1          | 0.23      |
| Complying                        | -0.40                      | -0.63                          | -0.44    | -0.36          | -0.72        | -0.61             | -0.75     | 0.09        | 0.23       | 1         |
| Number of Observations           | 486                        | 1,863                          | 2,746    | 2,746          | 2,746        | 2,249             | 2,746     | 2,746       | 2,746      | 2,746     |

\* 0.4 or more is noteworthy | 0.6 or more is strong

Scale Alpha: 0.94

### LEADERSHIP EFFECTIVENESS SCALE QUESTIONS

- I am satisfied with the quality of leadership that this leader provides.
- This leader is the kind of leader that others should aspire to become.
- This leader is an example of an ideal leader.
- This leader's leadership helps this organization to thrive.
- Overall, this leader provides very effective leadership.

one

Sales / Revenue Growth

two

Market Share

three

Profitability / ROA

four

Quality of Products & Services

five

New Product Development

six

Overall Performance