

# The Leadership Circle Profile

## DO'S AND DON'TS

We all know the Leadership Circle Profile (LCP) represents a significant advancement in leadership assessment and development. According to founder Bob Anderson, it is “the first competency-based 360 assessment tool to measure behavior at various stages of adult development; to link patterns of action with habits of thought; to organize information into a developmental system based on some of the best theoretical frameworks in the leadership, psychological and spiritual literatures; and to display information in a way that immediately draws attention to the most critical information in the feedback.”

The Leadership Circle Profile dimensions are highly correlated to a measure of leadership effectiveness. It also shows strong and significant links to a standard of business performance in that increased leadership effectiveness areas (as identified by the LCP) can dramatically improve a clients' bottom-line.

Furthermore, the Leadership Circle Profile is the first 360-degree assessment instrument to measure a full array of critical Creative leadership competencies, while simultaneously measuring competing Reactive tendencies; as well as management behavior at different developmental levels, showing the relationship between these levels.

With such a powerful behavior and development management tool, it's critical to identify the various ways in which an individual or organization should use the LCP; and how it should not be used. We've listed below a few “Do's and Don'ts” to help identify the ways this tool should be implemented.

### Use the LCP to:

- Identify opportunities for transformational coaching conversations with a client
- Identify key Creative Competencies and Reactive Tendencies to further leadership development
- Reveal the client's inner awareness that can affect outward behavior
- Immediately draw attention to personal insights that impact career, family, and all interpersonal relationships
- Help individual leaders and leadership teams, HR/OD professionals, coaches, psychologists, and researchers recognize what drives their behavior
- Break from old patterns and begin expressing a new state of an individual or organization
- Empower individuals and organizations to take full responsibility for what is happening and for the change they become in the world
- Show a correlation between leadership effectiveness and business performance
- Be used with multiple frameworks that help the client connect the data to more profound insights
- Point to stages of adult development, becoming a platform for transition

**Do not use the LCP for:**

- The selection, promotion, termination, or other high stakes employment decisions within an organization
- Performance appraisals or compensation decisions for an individual or group of employees

The Leadership Circle Profile is designed for developmental learning to measure leadership abilities. Because this tool measures internal beliefs structures and therefore produces more powerful and vulnerable information, treating the results confidentially is of highest priority. The Leadership Circle Profile measures leadership abilities and is not designed to measure the kind of on-the-job performance that a typical performance review process tracks.

The LCP intends to uncover the thoughts, habits, and behaviors of leaders and improve those internal operating systems in a way that drives them to become exceptional in life, and within their organization.

