Discovery Leadership Profile™

Growing Leadership Capacity

Sample Report

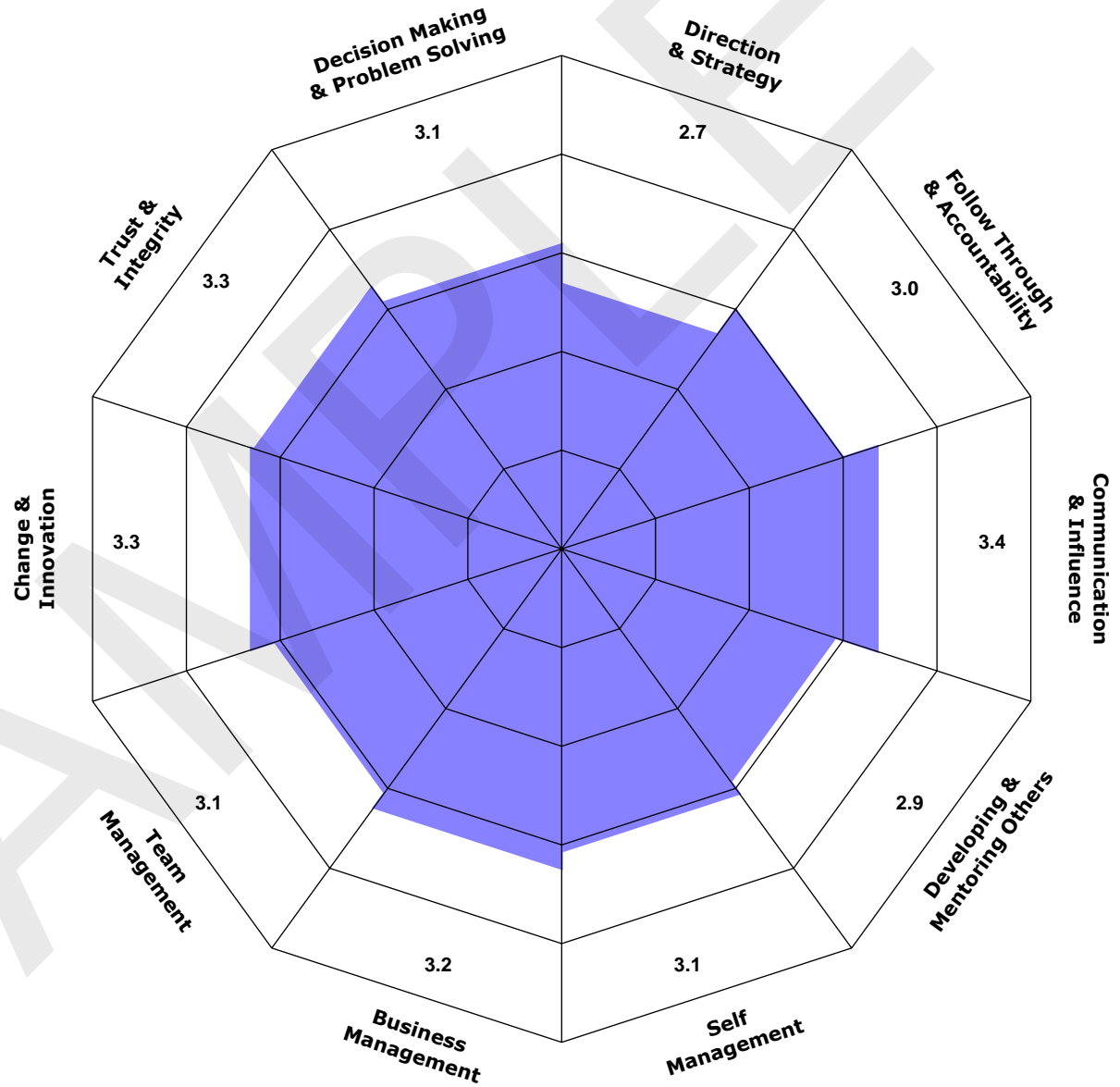May 1, 2017

DLi Discovery Learning Intl

A Brand of
MHS® ASSESSMENTS

Assessment Scale

1 = Rarely

2 = Occasionally

3 = Often

4 = Very Often

5 = Always

N/O = Not Observed

Rater Breakdown

1 Boss(es)

4 Peers

4 Direct Reports

1 Others

Total of 10 Raters

Decision Making & Problem Solving 3.1
Direction & Strategy 2.7
Follow Through & Accountability 3.0
Communication & Influence 3.4
Developing & Mentoring Others 2.9
Self Management 3.1
Business Management 3.2
Team Management 3.1
Change & Innovation 3.3
Trust & Integrity 3.3

All Raters

Discovery 360° Series

Profiles for: Sample Report

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A = Direction & Strategy

B = Follow Through & Accountability

C = Communication & Influence

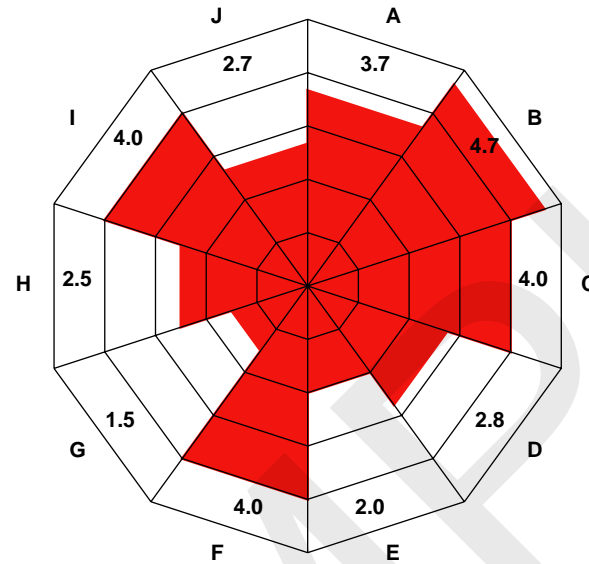D = Developing & Mentoring Others

E = Self Management

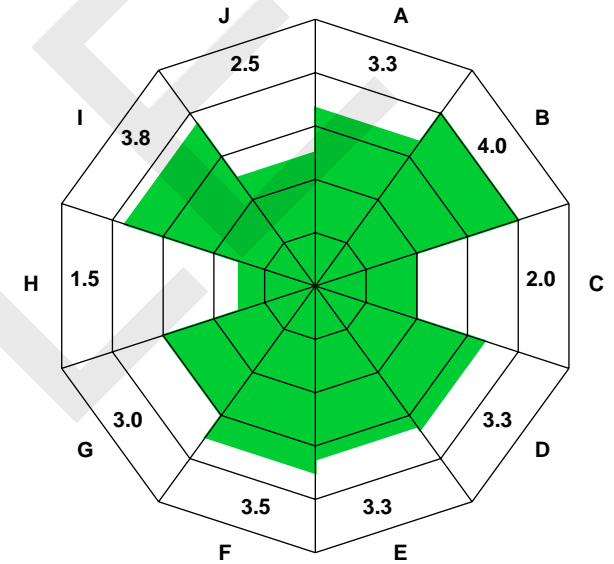F = Business Management

G = Team Management
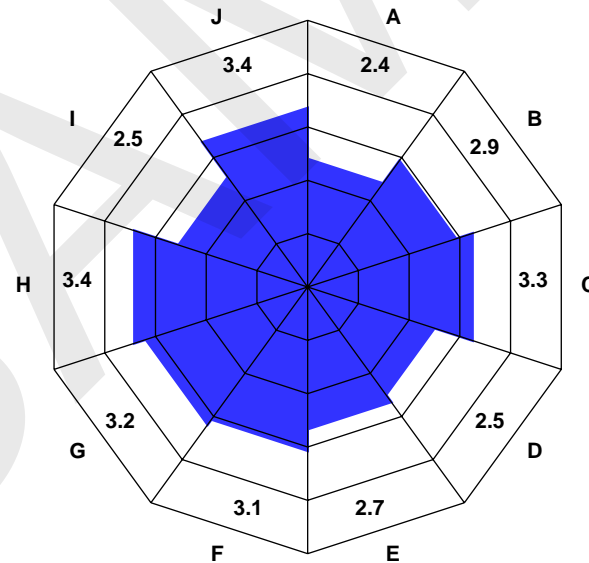
H = Change & Innovation

I = Trust & Integrity

J = Decision Making & Problem Solving

Self

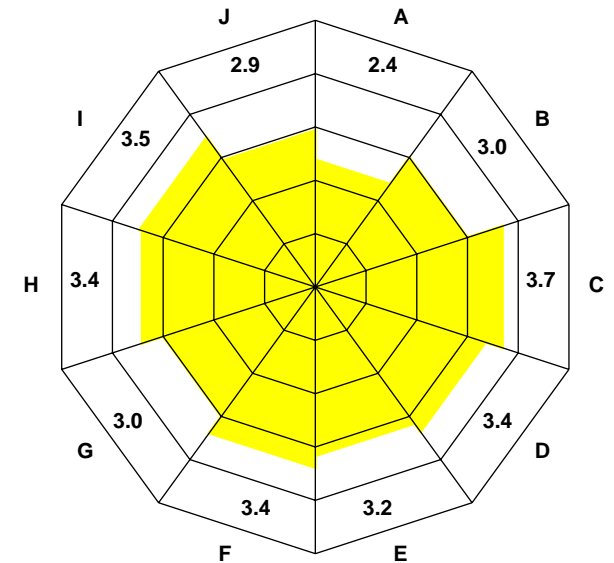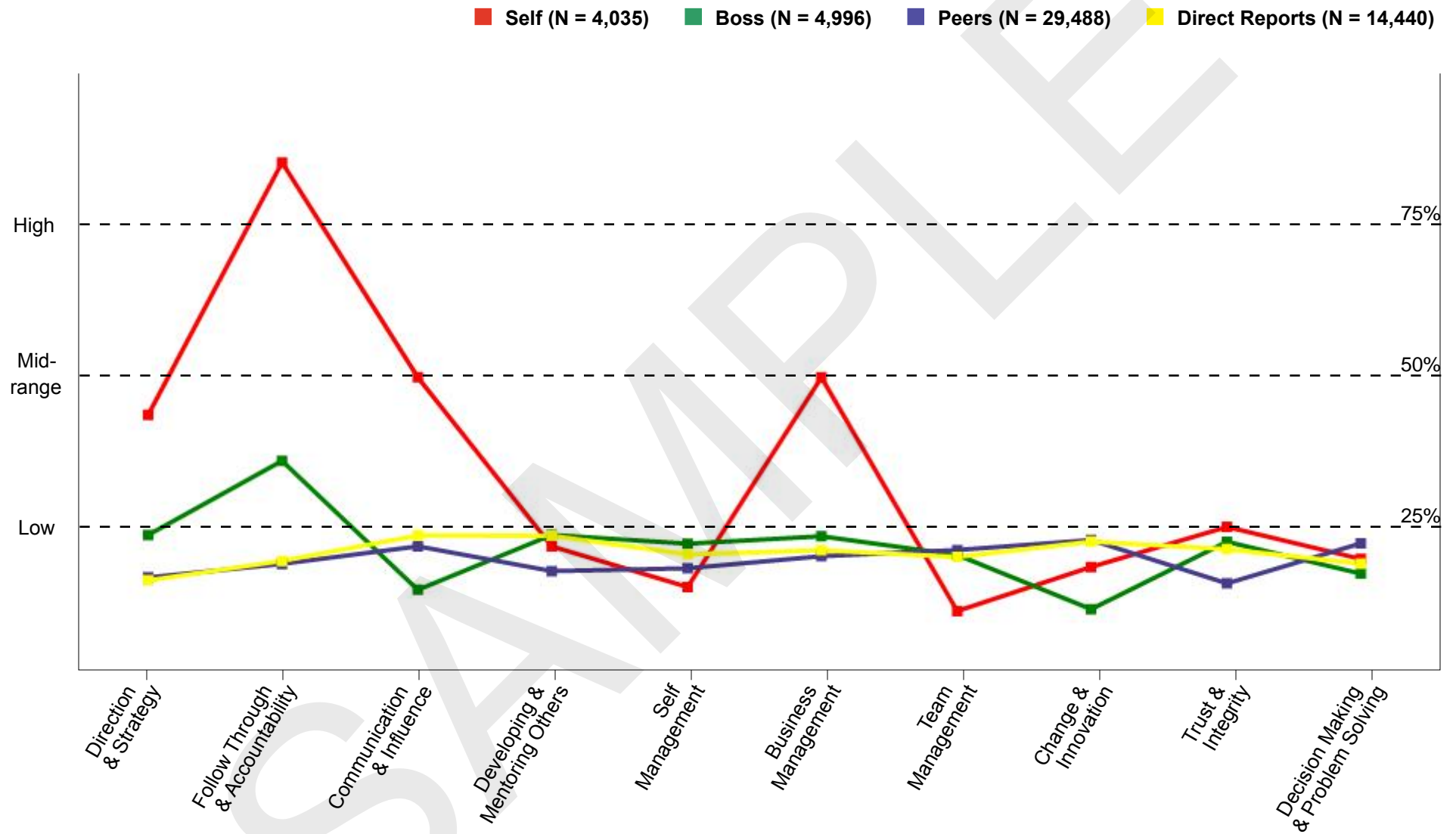Self chart values: A 3.7, B 4.7, C 4.0, D 2.8, E 2.0, F 4.0, G 1.5, H 2.5, I 4.0, J 2.7

1 Boss(es)

1 Boss(es) chart values: A 3.3, B 4.0, C 2.0, D 3.3, E 3.3, F 3.5, G 3.0, H 1.5, I 3.8, J 2.5

4 Peers

4 Peers chart values: A 2.4, B 2.9, C 3.3, D 2.5, E 2.7, F 3.1, G 3.2, H 3.4, I 2.5, J 3.4

4 Direct Reports

4 Direct Reports chart values: A 2.4, B 3.0, C 3.7, D 3.4, E 3.2, F 3.4, G 3.0, H 3.4, I 3.5, J 2.9

Discovery 360° Series

Comparative Profile for: Sample Report

Legend: ■ Self (N = 4,035)　■ Boss (N = 4,996)　■ Peers (N = 29,488)　■ Direct Reports (N = 14,440)

Chart vertical axis (left): High, Mid-range, Low
Chart vertical axis (right): 75%, 50%, 25%

Chart horizontal axis categories: Direction & Strategy, Follow Through & Accountability, Communication & Influence, Developing & Mentoring Others, Self Management, Business Management, Team Management, Change & Innovation, Trust & Integrity, Decision Making & Problem Solving

High (75th Percentile) - Only 25% of managers in the database scored higher.
Mid-range (50th Percentile) - 50% of managers scored higher.
Low (25th Percentile) - 75% of managers in the database scored higher.

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Legend: ■ Self ■ Boss ■ Peers ■ Direct Reports ■ Others

Item	Self	Combined Raters	Boss(es)	Direct Reports	Peers	Others	Direct Report Range	Peer Range	Do More	Do Less
Direction & Strategy	**3.7**	**2.7**	**3.3**	**2.4**	**2.4**					
1. _____ (-)	5.0	2.4		2.3	2.5					
2. _____ (-)	4.0	2.4	2.0	2.8	1.5					
3. _____ (-)	2.0	2.6	4.0	1.7	2.3					
4. _____	N/O	3.3	4.0	2.7	3.3					
Follow Through & Accountability	**4.7**	**3.0**	**4.0**	**3.0**	**2.9**					
5. _____ (-)	N/O	2.8	5.0	2.0	3.0					
6. _____	4.0	2.9	2.0	3.3	3.5					
7. _____	5.0	3.2	5.0	2.8	2.8					
8. _____	5.0	3.1	4.0	3.8	2.7					
Communication & Influence	**4.0**	**3.4**	**2.0**	**3.7**	**3.3**					
9. _____ (+)	N/O	3.6	2.0	4.0	3.3					
10. _____ (+)	5.0	3.9	1.0	4.0	4.3					
11. _____	3.0	2.9	2.0	3.0	2.7					
12. _____	N/O	3.1	3.0	4.0	2.0					
Developing & Mentoring Others	**2.8**	**2.9**	**3.3**	**3.4**	**2.5**					
13. _____	1.0	2.8	4.0	2.8	2.5					
14. _____	3.0	2.9	4.0	3.7	2.0					
15. _____ (+)	4.0	3.7		4.5	3.0					
16. _____ (-)	3.0	2.3	2.0	2.3	2.3					

(+) Ten highest scoring

(-) Ten lowest scoring

Assessment Scale	Self	Combined Raters	Boss(es)	Direct Reports	Peers	Others	Direct Report Range 1 2 3 4 5	Peer Range 1 2 3 4 5	Do More	Do Less
Self Management	**2.0**	**3.1**	**3.3**	**3.2**	**2.7**					
17.	1.0	3.4	5.0	3.0	2.5					
18.	2.0	3.1	4.0	2.7	3.3					
19.	2.0	3.4	3.0	3.7	3.3					
20. (-)	3.0	2.3	1.0	3.5	1.3					
Business Management	**4.0**	**3.2**	**3.5**	**3.4**	**3.1**					
21. (+)	4.0	3.7		3.7	3.3					
22.	5.0	3.3	4.0	3.7	3.5					
23. (+)	3.0	3.8		4.0	3.3					
24. (-)	N/O	2.3	3.0	2.0	2.3					
Team Management	**1.5**	**3.1**	**3.0**	**3.0**	**3.2**					
25. (-)	2.0	2.3	3.0	2.0	2.3					
26.	1.0	3.1	3.0	3.0	3.3					
27.	N/O	3.1	3.0	3.5	3.0					
28. (+)	N/O	3.6	3.0	3.5	4.3					
Change & Innovation	**2.5**	**3.3**	**1.5**	**3.4**	**3.4**					
29. (-)	1.0	2.6	1.0	2.7	3.3					
30. (+)	1.0	3.6		2.5	4.0					
31. (+)	3.0	3.6	2.0	3.8	4.0					
32.	5.0	3.5		4.3	1.5					

(+) Ten highest scoring

(-) Ten lowest scoring

Legend: Self (red), Boss (green), Peers (blue), Direct Reports (yellow), Others (orange)

Assessment Scale 1 = Rarely 2 = Occasionally 3 = Often 4 = Very Often 5 = Always N/O = Not Observed	Self	Combined Raters	Boss(es)	Direct Reports	Peers	Others	Direct Report Range 1 2 3 4 5	Peer Range 1 2 3 4 5	Do More	Do Less
Trust & Integrity	**4.0**	**3.3**	**3.8**	**3.5**	**2.5**					
33. _____ (+)	5.0	3.9	5.0	3.8	3.3		⊢—⊣	⊢——⊣	🟦🟨🟨	🟦🟦🟨
34. _____ (-)	5.0	2.2	2.0	2.5	1.0		⊢————⊣	⊩	🟩🟦	🟥🟦🟦🟨
35. _____	4.0	3.1	4.0	3.8	1.3		⊢———⊣	⊢—⊣	🟩🟦🟨🟨	🟥🟦
36. _____	2.0	3.6	4.0	4.0	3.3		⊢———⊣	⊢——⊣	🟥🟦🟨	🟩🟦🟨
Decision Making & Problem Solving	**2.7**	**3.1**	**2.5**	**2.9**	**3.4**					
37. _____	N/O	2.9	3.0	3.3	2.3		⊢————⊣	⊢——⊣	🟦	🟥🟩🟨🟨🟨
38. _____	4.0	3.0	4.0	2.3	3.7		⊢—————⊣	⊢——⊣	🟩🟦🟦🟨	🟥🟨🟨
39. _____ (+)	2.0	3.7	2.0	3.3	4.5		⊢—⊣	⊢——⊣	🟥🟩🟨🟨🟨	🟦
40. _____	2.0	2.8	1.0	3.0	2.8		⊩	⊢———⊣	🟩🟦🟨🟨	🟨

(+) Ten highest scoring

(-) Ten lowest scoring

Legend: 🟥 Self · 🟩 Boss · 🟦 Peers · 🟨 Direct Reports · 🟧 Others

Assessment Scale	Score
1 = Rarely	
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Ten Highest Scoring Items (All Raters)

#	Item	Score
10.		3.9
33.		3.9
23.		3.8
15.		3.7
21.		3.7
39.		3.7
9.		3.6
28.		3.6
30.		3.6
31.		3.6

Ten Lowest Scoring Items (All Raters)

#	Item	Score
5.		2.8
3.		2.6
29.		2.6
1.		2.4
2.		2.4
16.		2.3
20.		2.3
24.		2.3
25.		2.3
34.		2.2