



Emerging Leader Profile™

Discovering Leadership Potential



Sample Report

June 6, 2017

Sample Report

Combined Rater Profile for: Sample Report

Assessment Scale

1 = Rarely

2 = Occasionally

3 = Often

4 = Very Often

5 = Always

N/O = Not Observed

Rater Breakdown

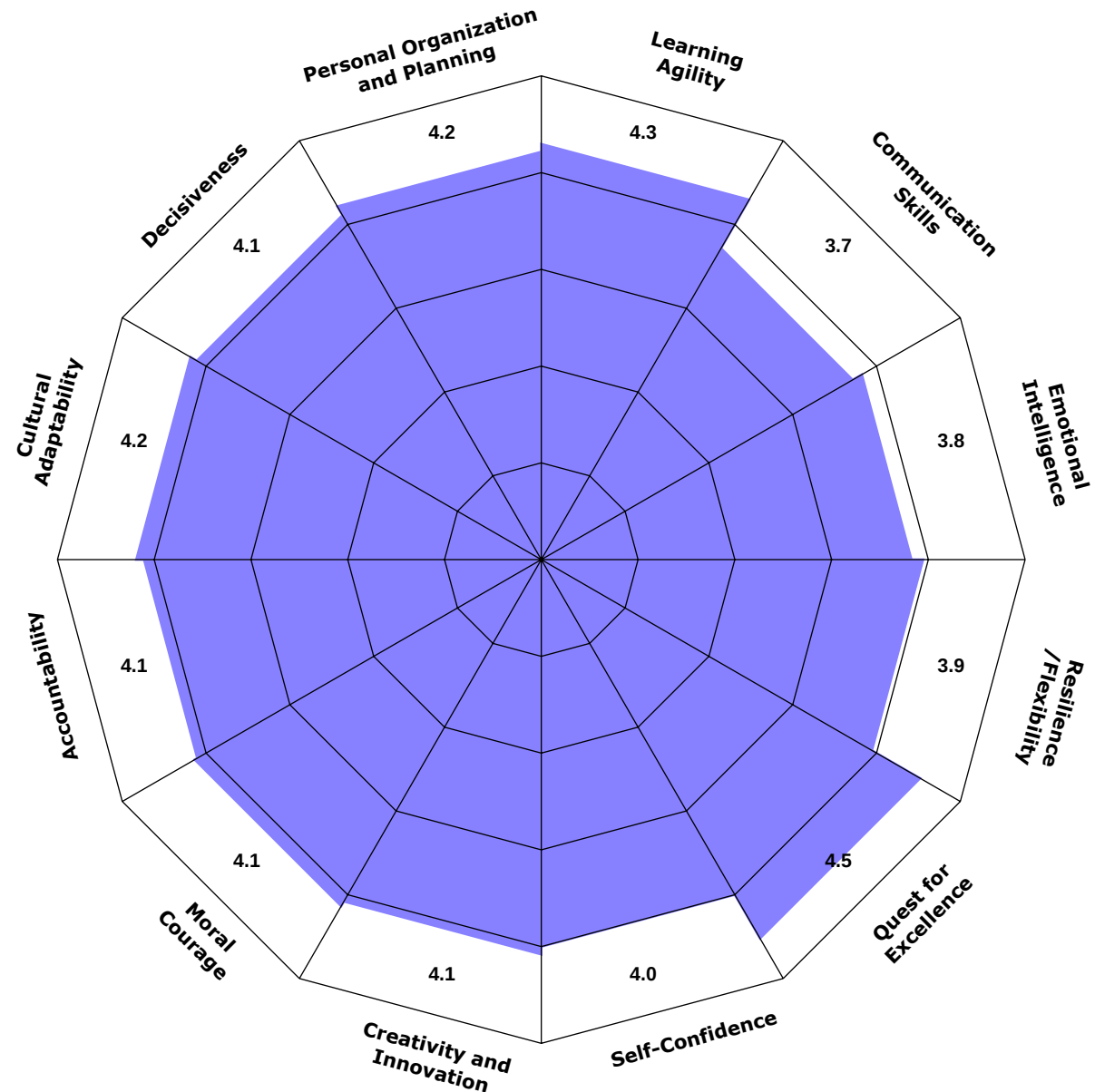
1 Boss(es)

11 Peers

11 Direct Reports

0 Others

Total of 23 Raters



All Raters

Profiles for: Sample Report

Assessment Scale

1 = Rarely

2 = Occasionally

3 = Often

4 = Very Often

5 = Always

N/O = Not Observed

A = Learning Agility

B = Communication Skills

C = Emotional Intelligence

D = Resilience/Flexibility

E = Quest for Excellence

F = Self-Confidence

G = Creativity and Innovation

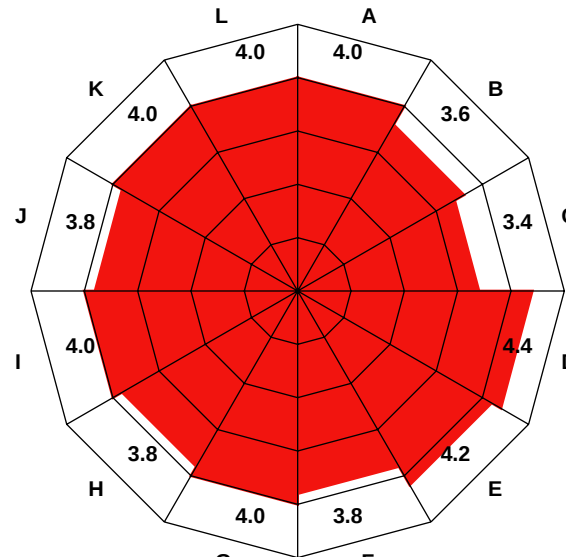
H = Moral Courage

I = Accountability

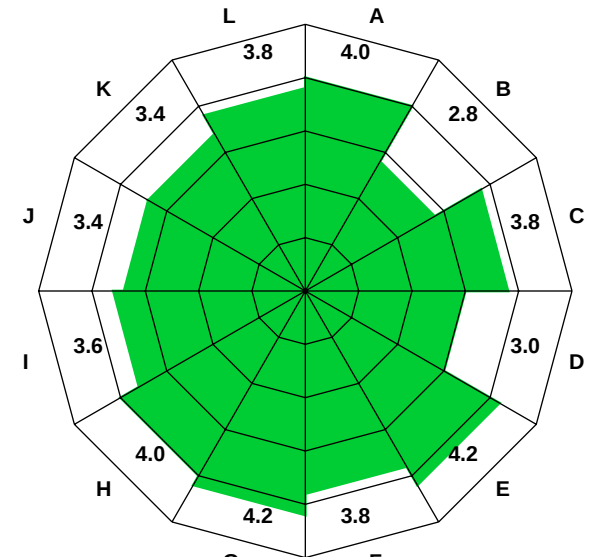
J = Cultural Adaptability

K = Decisiveness

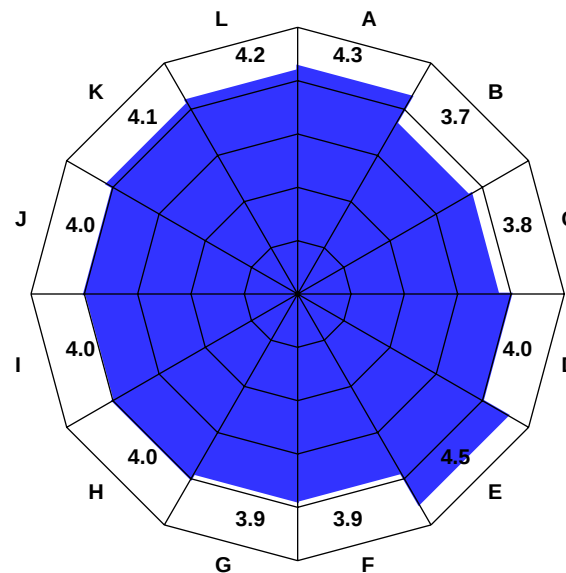
L = Personal Organization and Planning



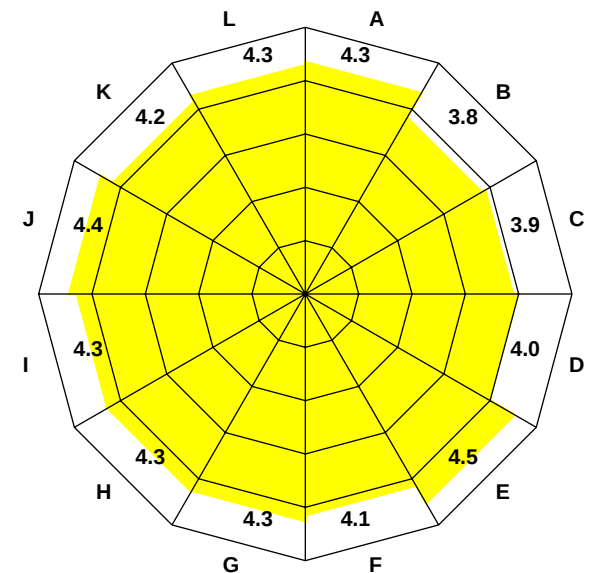
Self



1 Boss(es)

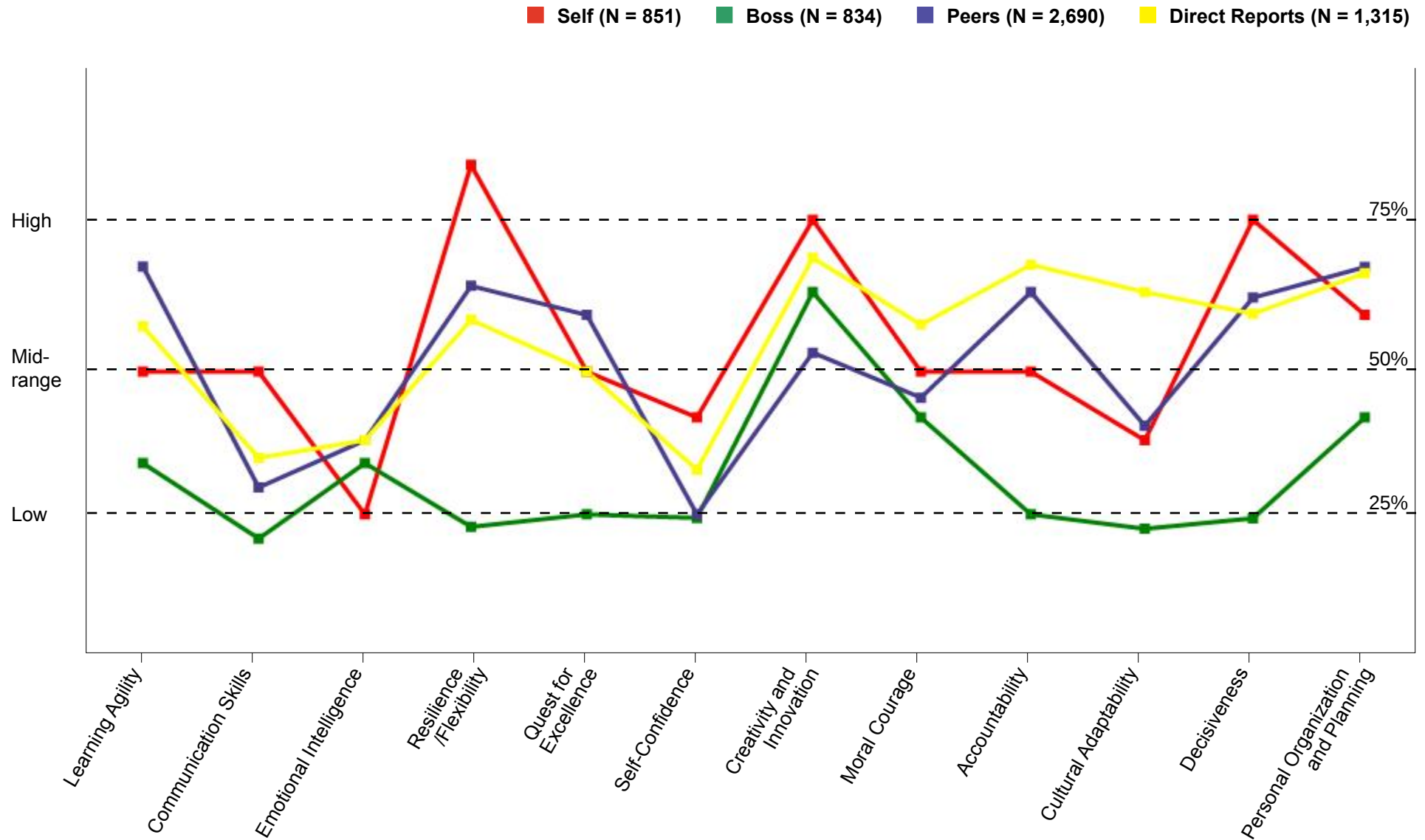


11 Peers



11 Direct Reports

Comparative Profile for: Sample Report



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.

Individual Items for: Sample Report

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	Peer Range	■ Self ■ Boss ■ Peers ■ Direct Reports ■ Others	
									Do More	Do Less
Learning Agility	4.0	4.3	4.0	4.3	4.3					
1. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	4.0	4.0	4.2	3.9		┌───┐	┌───┐	■ ■	
2. <i>When I face a new situation, I look for a way to learn from it. (+)</i>	4.0	4.8	5.0	4.8	4.7		┌───┐	┌───┐	■	
3. <i>When I face a new situation, I look for a way to learn from it. (+)</i>	4.0	4.4	4.0	4.4	4.5		┌───┐	┌───┐	■ ■	
4. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	4.2	4.0	4.2	4.2		┌───┐	┌───┐	■ ■	
5. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	4.0	3.0	4.2	4.0		┌───┐	┌───┐	■ ■	
Communication Skills	3.6	3.7	2.8	3.8	3.7					
6. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	4.0	2.0	4.2	4.0		┌───┐	┌───┐	■ ■ ■ ■	
7. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	3.9	3.0	4.1	3.7		┌───┐	┌───┐	■ ■ ■	■
8. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	3.9	4.0	3.8	3.9		┌───┐	┌───┐	■ ■ ■	
9. <i>When I face a new situation, I look for a way to learn from it. (-)</i>	4.0	3.6	2.0	3.7	3.6		┌───┐	┌───┐	■ ■ ■ ■ ■	
10. <i>When I face a new situation, I look for a way to learn from it. (-)</i>	2.0	3.2	3.0	3.3	3.1		┌───┐	┌───┐	■ ■ ■	
Emotional Intelligence	3.4	3.8	3.8	3.9	3.8					
11. <i>When I face a new situation, I look for a way to learn from it.</i>	3.0	4.0	4.0	4.1	3.8		┌───┐	┌───┐	■	■
12. <i>When I face a new situation, I look for a way to learn from it.</i>	4.0	4.0	4.0	4.1	4.0		┌───┐	┌───┐	■ ■ ■	
13. <i>When I face a new situation, I look for a way to learn from it. (-)</i>	4.0	3.6	5.0	3.6	3.5		┌───┐	┌───┐	■ ■ ■	
14. <i>When I face a new situation, I look for a way to learn from it.</i>	3.0	3.9	3.0	4.0	3.8		┌───┐	┌───┐	■ ■ ■	■
15. <i>When I face a new situation, I look for a way to learn from it. (-)</i>	3.0	3.6	3.0	3.6	3.6		┌───┐	┌───┐	■ ■ ■	

(+) Ten highest scoring

(-) Ten lowest scoring

Individual Items for: Sample Report

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	Peer Range	■ Self ■ Boss ■ Peers ■ Direct Reports ■ Others	
									Do More	Do Less
Resilience/Flexibility	4.4	3.9	3.0	4.0	4.0					
16. <i>I am able to bounce back from setbacks and move forward.</i> (-)	3.0	3.6	2.0	3.6	3.7		┌───┐	┌──┐	■ ■ ■ ■	■
17. <i>I am able to handle stress and pressure.</i>	5.0	4.2	4.0	4.3	4.2		┌───┐	┌──┐	■ ■	
18. <i>I am able to adapt to change and new situations.</i>	4.0	4.1	3.0	4.0	4.3		┌───┐	┌──┐	■ ■ ■ ■	
19. <i>I am able to stay motivated and focused on my goals.</i>	5.0	4.0	3.0	4.1	4.1		┌───┐	┌──┐	■ ■	
20. <i>I am able to overcome challenges and setbacks.</i> (-)	5.0	3.8	3.0	3.9	3.8		┌───┐	┌──┐	■ ■	
Quest for Excellence	4.2	4.5	4.2	4.5	4.5					
21. <i>I strive for excellence in my work.</i> (+)	4.0	4.7	5.0	4.6	4.7		┌───┐	┌──┐	■	
22. <i>I am committed to continuous improvement.</i> (+)	4.0	4.5	4.0	4.5	4.5		┌───┐	┌──┐		
23. <i>I am always looking for ways to improve my performance.</i> (+)	4.0	4.6	4.0	4.5	4.6		┌───┐	┌──┐		
24. <i>I am always looking for ways to improve my team's performance.</i> (+)	4.0	4.4	4.0	4.5	4.4		┌───┐	┌──┐	■	
25. <i>I am always looking for ways to improve my organization's performance.</i> (+)	5.0	4.4	4.0	4.4	4.5		┌───┐	┌──┐		
Self-Confidence	3.8	4.0	3.8	4.1	3.9					
26. <i>I am confident in my abilities.</i>	4.0	4.3	5.0	4.5	4.2		┌───┐	┌──┐	■	
27. <i>I am confident in my team's abilities.</i>	4.0	4.0	3.0	4.2	3.8		┌───┐	┌──┐	■ ■	
28. <i>I am confident in my organization's abilities.</i> (-)	3.0	3.6	3.0	3.7	3.5		┌───┐	┌──┐	■ ■ ■	
29. <i>I am confident in my future success.</i>	4.0	4.0	4.0	4.3	3.7		┌───┐	┌──┐	■ ■	
30. <i>I am confident in my ability to achieve my goals.</i>	4.0	4.1	4.0	4.1	4.1		┌───┐	┌──┐	■ ■	

(+) Ten highest scoring

(-) Ten lowest scoring

Individual Items for: Sample Report

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	Peer Range	Self Boss Peers Direct Reports Others	
									Do More	Do Less
Creativity and Innovation	4.0	4.1	4.2	4.3	3.9					
31. <i>... (faded) ...</i>	4.0	4.1	4.0	4.3	3.9		-----	-----		
32. <i>... (faded) ... (-)</i>	4.0	3.8	4.0	4.1	3.5		-----	-----		
33. <i>... (faded) ...</i>	4.0	4.1	5.0	4.2	3.9		-----	-----		
34. <i>... (faded) ...</i>	4.0	4.3	4.0	4.5	4.1		-----	-----		
35. <i>... (faded) ...</i>	4.0	4.1	4.0	4.2	4.0		-----	-----		
Moral Courage	3.8	4.1	4.0	4.3	4.0					
36. <i>... (faded) ...</i>	4.0	4.2	4.0	4.5	3.9		-----	-----		
37. <i>... (faded) ...</i>	3.0	4.1		4.2	4.0		-----	-----		
38. <i>... (faded) ... (-)</i>	4.0	3.7	4.0	3.6	3.7		-----	-----		
39. <i>... (faded) ... (+)</i>	4.0	4.4	4.0	4.6	4.2		-----	-----		
40. <i>... (faded) ...</i>	4.0	4.3	4.0	4.5	4.2		-----	-----		
Accountability	4.0	4.1	3.6	4.3	4.0					
41. <i>... (faded) ...</i>	4.0	4.2	4.0	4.4	4.1		-----	-----		
42. <i>... (faded) ...</i>	4.0	4.0	3.0	4.2	3.9		-----	-----		
43. <i>... (faded) ...</i>	4.0	3.9	3.0	4.2	3.7		-----	-----		
44. <i>... (faded) ...</i>	4.0	4.0	4.0	4.2	3.8		-----	-----		
45. <i>... (faded) ... (+)</i>	4.0	4.4	4.0	4.5	4.3		-----	-----		

(+) Ten highest scoring

(-) Ten lowest scoring

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	Peer Range	Self Boss Peers Direct Reports Others	
							1 2 3 4 5	1 2 3 4 5	Do More	Do Less
Cultural Adaptability	3.8	4.2	3.4	4.4	4.0					
46. _____	4.0	4.2	4.0	4.3	4.0		-----	-----	■ ■	
47. _____ (-)	4.0	3.8	3.0	4.1	3.6		-----	-----	■ ■	
48. _____	4.0	4.3	3.0	4.5	4.2		-----	-----	■ ■	
49. _____ (+)	4.0	4.4	3.0	4.7	4.3		-----	-----	■ ■	
50. _____	3.0	4.2	4.0	4.5	3.9		-----	-----	■ ■	
Decisiveness	4.0	4.1	3.4	4.2	4.1					
51. _____	4.0	4.2	4.0	4.5	4.0		-----	-----	■ ■ ■	
52. _____	4.0	4.1	4.0	4.2	4.0		-----	-----	■ ■ ■ ■	
53. _____	4.0	4.0	3.0	4.0	4.2		-----	-----	■ ■	■
54. _____	4.0	3.9	3.0	3.8	4.1		-----	-----	■ ■ ■ ■	
55. _____	4.0	4.3	3.0	4.4	4.3		-----	-----	■ ■	
Personal Organization and Planning	4.0	4.2	3.8	4.3	4.2					
56. _____	4.0	4.3	4.0	4.4	4.2		-----	-----	■ ■	
57. _____	4.0	4.2	4.0	4.4	4.0		-----	-----	■ ■	
58. _____	4.0	4.1	4.0	4.3	4.0		-----	-----	■ ■ ■	
59. _____	4.0	4.2	3.0	4.1	4.6		-----	-----	■ ■	
60. _____	4.0	4.2	4.0	4.3	4.2		-----	-----	■ ■	

(+) Ten highest scoring

(-) Ten lowest scoring

High/Low Profile for: Sample Report

Assessment Scale 1 = Rarely 2 = Occasionally 3 = Often 4 = Very Often 5 = Always N/O = Not Observed		Score				
Ten Highest Scoring Items (All Raters)		1.0	2.0	3.0	4.0	5.0
2.	When working with people who are different from me, I am patient and understanding.					
21.	When people are in a hurry, I am patient.					
23.	When I am in a hurry, I am patient and understanding.					
22.	When I am in a hurry, I am patient and understanding.					
3.	When I am in a hurry, I am patient and understanding.					
24.	When I am in a hurry, I am patient and understanding.					
25.	When I am in a hurry, I am patient and understanding.					
39.	When I am in a hurry, I am patient and understanding.					
45.	When I am in a hurry, I am patient and understanding.					
49.	When I am in a hurry, I am patient and understanding.					
Ten Lowest Scoring Items (All Raters)		1.0	2.0	3.0	4.0	5.0
20.	When I am in a hurry, I am patient and understanding.					
32.	When I am in a hurry, I am patient and understanding.					
47.	When I am in a hurry, I am patient and understanding.					
38.	When I am in a hurry, I am patient and understanding.					
9.	When I am in a hurry, I am patient and understanding.					
13.	When I am in a hurry, I am patient and understanding.					
15.	When I am in a hurry, I am patient and understanding.					
16.	When I am in a hurry, I am patient and understanding.					
28.	When I am in a hurry, I am patient and understanding.					
10.	When I am in a hurry, I am patient and understanding.					