

Strategic Directions - Group Report

Executive Team

Normative Group: United States n=81556

Number of Respondents:

Self	13
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LEADERSHIP EFFECTIVENESS ANALYSIS™

ABC Company

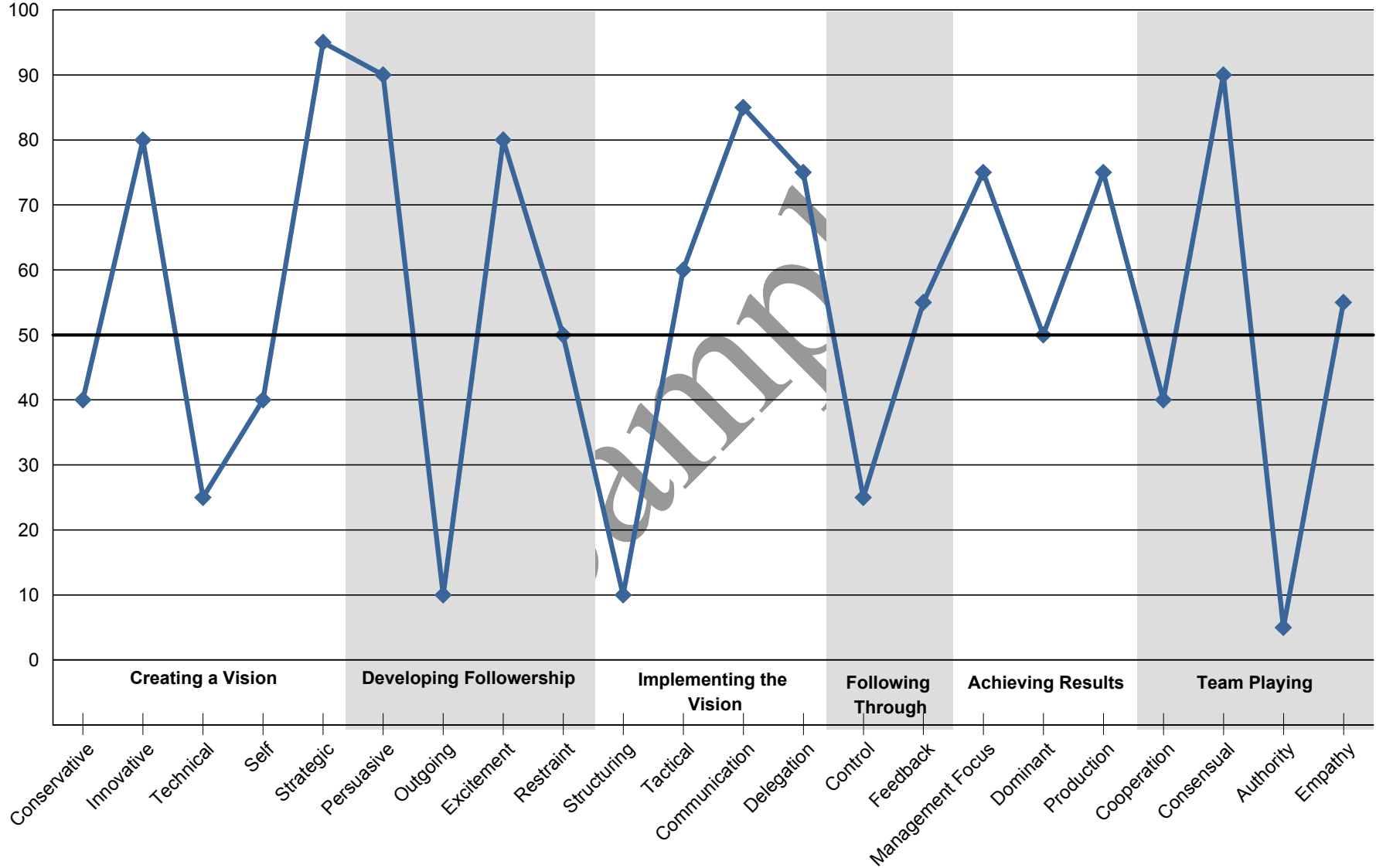
United States n=81556

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Self



Self - 13

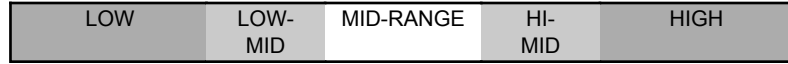


LEADERSHIP EFFECTIVENESS ANALYSIS™

Strategic Directions - Group Report

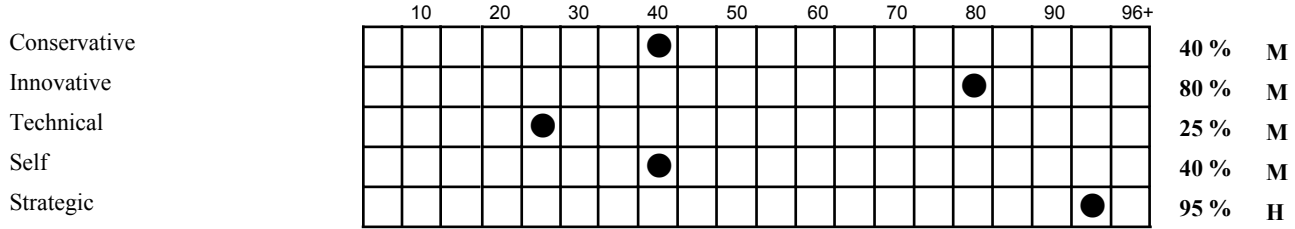
Median Profile

ABC Company
Executive Team
of Respondents: 13

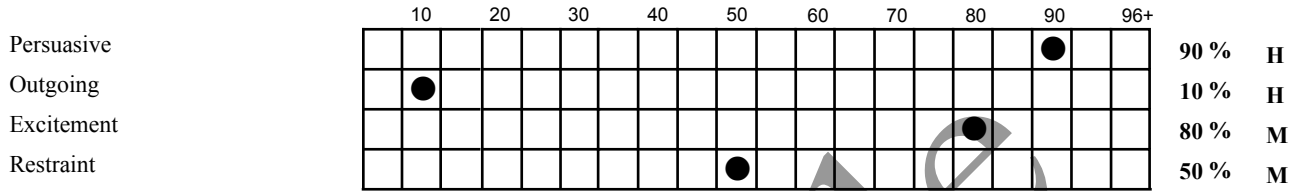


Rater Agreement:

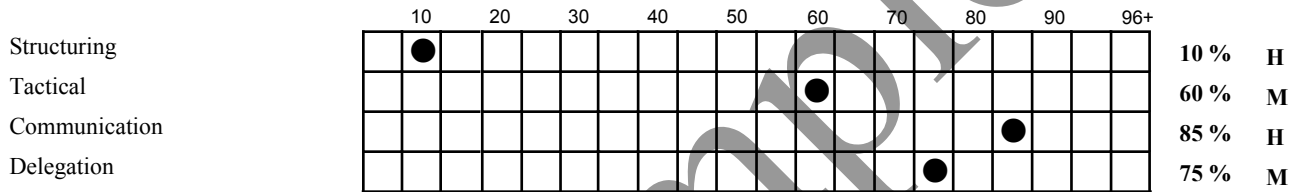
Creating a Vision



Developing Followership



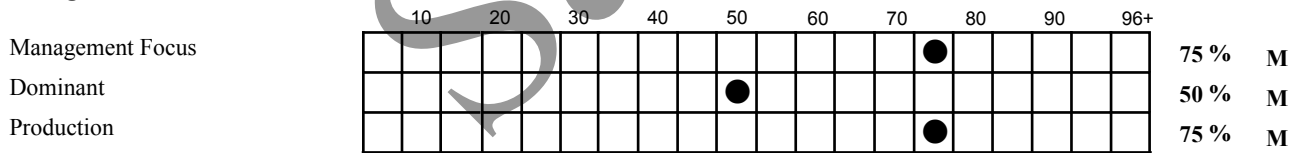
Implementing the Vision



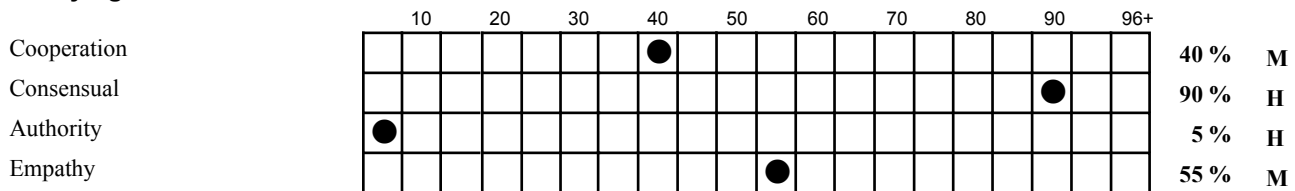
Following Through



Achieving Results



Team Playing



LEADERSHIP EFFECTIVENESS ANALYSIS™

Strategic Directions - Group Report

Median/Frequency

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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Rater Agreement:

Creating a Vision

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency	
Conservative	1		4	1	1	2	1	1			1	40 %	M
Innovative	1				1		1	1	2	1	1	80 %	M
Technical	1	1	3	2	1	2		1				25 %	M
Self		2	2	1	3	1		1	1	2		40 %	M
Strategic				1				1	2	4	5	95 %	H

Developing Followership

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency		
Persuasive						2		1	2	2	4	2	90 %	H
Outgoing	6	2	2	1	1	1							10 %	H
Excitement			2			4		1	1	2	1	2	80 %	M
Restraint			1	2	1	2	2	1	1		2		50 %	M

Implementing the Vision

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency		
Structuring	5	2	2	2	1	1							10 %	H
Tactical			1	1	1	1	2	3		2		1	60 %	M
Communication			1	1	1	1	1	2	3	2	3		85 %	H
Delegation			1	1	1	1	1	3	3	2	3	1	75 %	M

Following Through

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency		
Control	2	2	2	2	1	1	1						25 %	M
Feedback		1			1	3	2	2	1	2		1	55 %	H

Achieving Results

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency		
Management Focus			1		2	1	1	1	2	4	1		75 %	M
Dominant			1	3	3	1	2	2	1				50 %	M
Production		1	1	1	1			2	2	3	2		75 %	M

Team Playing

	10	20	30	40	50	60	70	80	90	96+	Median	Frequency		
Cooperation		2	1	2	1	1	1	1					40 %	M
Consensual						2	1	1	1	1	4	2	90 %	H
Authority	8	1	1	2	1								5 %	H
Empathy			1	1	3	4	1	1	2				55 %	M