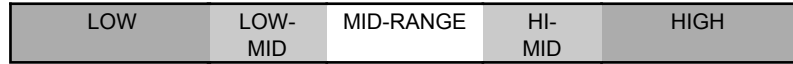


LEADERSHIP EFFECTIVENESS ANALYSIS™

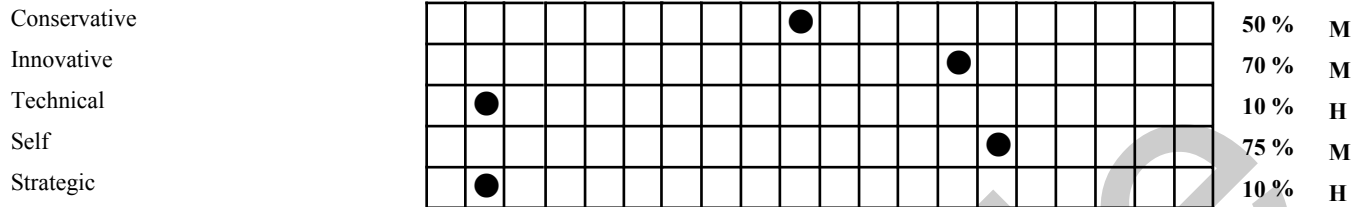
Role Expectations - Group Report

Median Profile

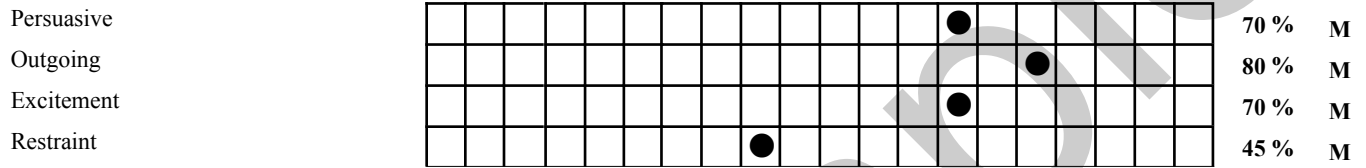


Rater Agreement:

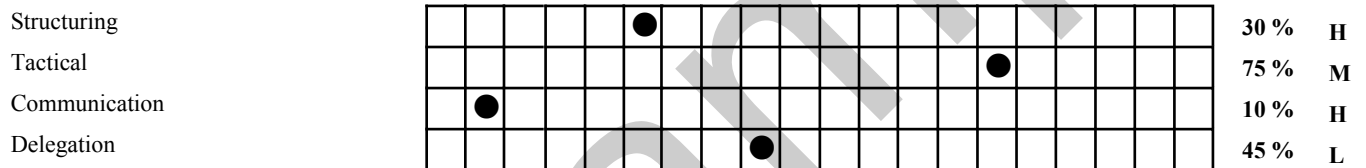
Creating a Vision



Developing Followership



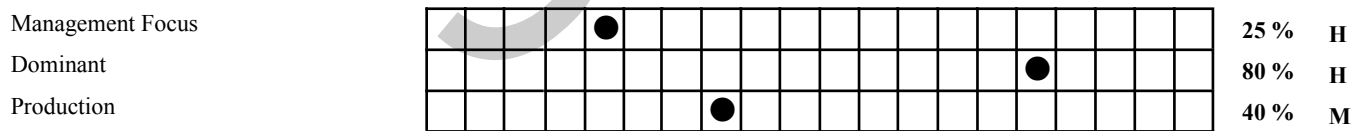
Implementing the Vision



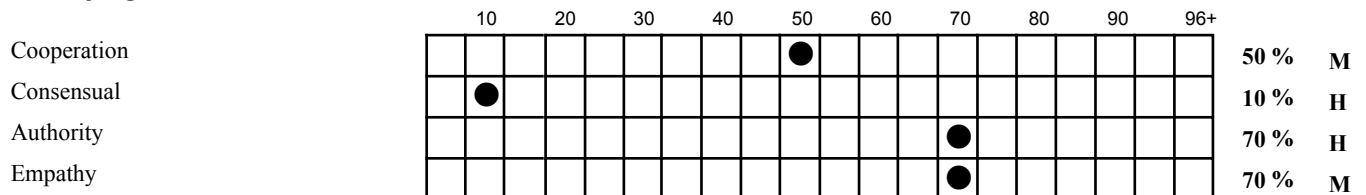
Following Through



Achieving Results



Team Playing



LEADERSHIP EFFECTIVENESS ANALYSIS™

Role Expectations - Group Report

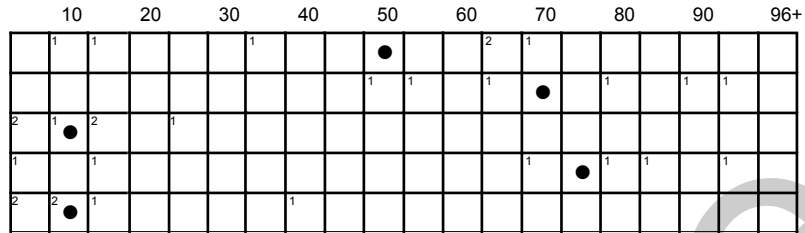
Median/Frequency

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

Creating a Vision

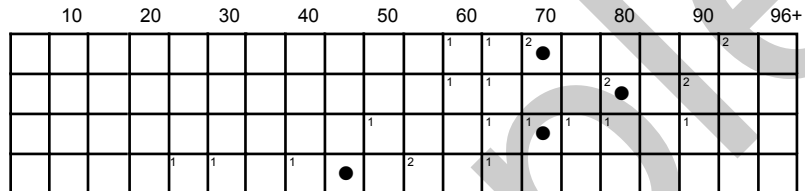
- Conservative
- Innovative
- Technical
- Self
- Strategic



50 % M
 70 % M
 10 % H
 75 % M
 10 % H

Developing Followership

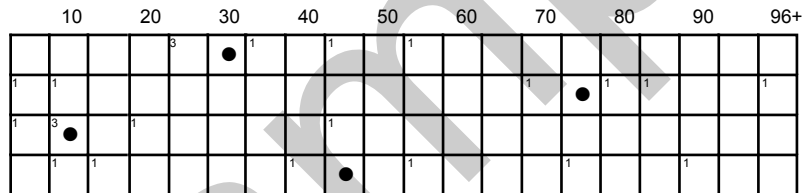
- Persuasive
- Outgoing
- Excitement
- Restraint



70 % M
 80 % M
 70 % M
 45 % M

Implementing the Vision

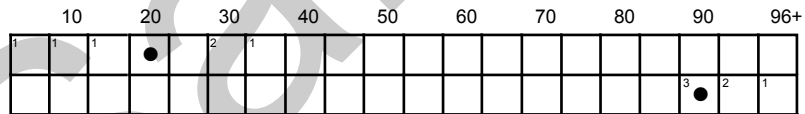
- Structuring
- Tactical
- Communication
- Delegation



30 % H
 75 % M
 10 % H
 45 % L

Following Through

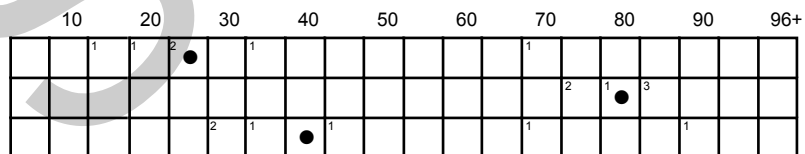
- Control
- Feedback



20 % M
 90 % H

Achieving Results

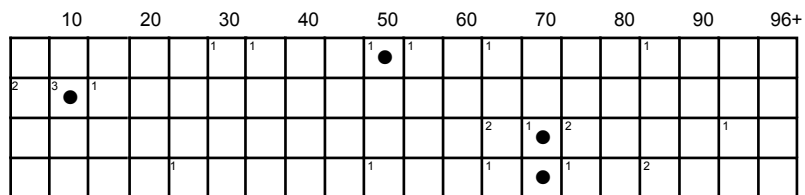
- Management Focus
- Dominant
- Production



25 % H
 80 % H
 40 % M

Team Playing

- Cooperation
- Consensual
- Authority
- Empathy



50 % M
 10 % H
 70 % H
 70 % M