

Your Leadership Essentials™ Assessment 1 Report

Your Name	Your Current Employer	Date Completed	Your Years of Experience	
			Working	Managing
Larry Workman	His Employer	3/3/2017	12	9

Competency Measured	# Best Practices	Your Results (vs Int'l Avg)	Your Score Compared to Benchmarks for this Assessment	Time to Complete
1 Planning for Staffing & Recruitment. <i>Measures knowledge and understanding of the foundational planning and organization necessary to make consistently good hires.</i>	32	STRENGTH	Your Score 73% Group Score 68% Int'l Avg. 65%	9 min.
2 Effective Screening & Interviewing Practices. <i>Measures approach to screening applicants and interviewing them in order to identify the most qualified applicant(s).</i>	43	STRENGTH	Your Score 92% Group Score 62% Int'l Avg. 63%	9 min.
3 Final Candidate Selection & Hiring Practices. <i>Measures approach to selecting the best candidate for the job, making job offers, and hiring process and procedures.</i>	30	SOLID	Your Score 67% Group Score 76% Int'l Avg. 63%	6 min.
4 New Hire Onboarding Practices. <i>Measures approach to onboarding new hires which include helping new hires become familiar with job duties, employer, and co-workers.</i>	41	NEED	Your Score 53% Group Score 51% Int'l Avg. 62%	9 min.
5 Establishing Employee Goals & Objectives. <i>Measures approach to setting goals and objectives with employees, and helping them build action plans to achieve their goals and objectives.</i>	40	SOLID	Your Score 67% Group Score 50% Int'l Avg. 68%	10 min.
6 Leading with Ethics & Standards. <i>Measures knowledge and awareness of leading staff behaviors and performance in accordance with established ethics and standards.</i>	30	STRENGTH	Your Score 71% Group Score 58% Int'l Avg. 60%	8 min.
7 Setting Clear Expectations. <i>Measures knowledge and awareness of setting of expectations to ensure each person has a complete and clear understanding of each expectation.</i>	39	STRENGTH	Your Score 83% Group Score 57% Int'l Avg. 63%	9 min.
8 Teaching People New Skills & Knowledge. <i>Measures knowledge and awareness of teaching employees new skills and knowledge in ways that enhance its application and retention.</i>	31	STRENGTH	Your Score 65% Group Score 63% Int'l Avg. 60%	7 min.
9 Assigning Work to Employees. <i>Assesses approach to assigning tasks and work, including the monitoring and follow-up of the employee's progress on assignments.</i>	28	STRENGTH	Your Score 71% Group Score 76% Int'l Avg. 56%	7 min.
10 Effective Time Management & Prioritization. <i>Measures approach to managing and prioritizing time and work as well as helping direct reports to do the same.</i>	33	STRENGTH	Your Score 72% Group Score 58% Int'l Avg. 54%	11 min.
Your Overall Performance on the Leadership Essentials™ Assessment 1	347	STRENGTH	Your Score 72% Group Score 60% Int'l Avg. 61%	85 min.

Important Information About This Assessment:

1. **Benchmark Scores:** Your score is compared to two benchmarks, people from your group and the International Average of everyone who has completed this assessment.
 - a. The International Average benchmark can be thought of a what the average person performing your role in another organization knows about a competency.
 - b. Approximately 80% of the scores are centered around the International Average score, deviating +/- 10% from the average.
2. Your **Strength**, **Solid**, and **Need** Scores are determined by comparing your score to the International Average.
 - a. 10% or higher above the International Average is a Strength while 10% or more below the International Average is a Need.
3. Consider it a learning opportunity for any competency in which you scored less than 80% correct overall (even though your score may be labeled a strength).