

## Your Leadership Essentials™ Assessment 3 Report

Your Name	Your Current Employer	Date Completed	Your Years of Experience	
			Working	Managing
Harry Workman	Harry's Employer	3/6/2017	12	9

Competency Measured	# Best Practices	Your Results (vs Int'l Avg)	Your Score Compared to Benchmarks for this Assessment	Time to Complete
1 <b>Leading With Core Values.</b> <i>This section of the assessment measures your knowledge and understanding of core values and their role in an organization.</i>	32	<b>SOLID</b>	Your Score 52% Group Score 49% Int'l Avg. 53%	9 min.
2 <b>Emotional Intelligence.</b> <i>This section of the assessment measures your knowledge and understanding of emotional intelligence (EQ) and its role in the workplace.</i>	22	<b>STRENGTH</b>	Your Score 68% Group Score 71% Int'l Avg. 52%	9 min.
3 <b>Employee Engagement.</b> <i>This section measures knowledge and awareness of how employee engagement impacts an organization as well as the different approaches to engaging employees.</i>	33	<b>STRENGTH</b>	Your Score 80% Group Score 46% Int'l Avg. 55%	6 min.
4 <b>Leadership &amp; Communication Styles.</b> <i>Measures knowledge and awareness of leadership styles and leadership communication styles, and how those styles impact others inside and outside the organization.</i>	35	<b>SOLID</b>	Your Score 53% Group Score 51% Int'l Avg. 59%	9 min.
5 <b>Leadership vs. Management.</b> <i>This section of the assessment measures knowledge and understanding of the distinct roles of leadership and management in people who hold supervisory or oversight positions.</i>	49	<b>NEED</b>	Your Score 53% Group Score 55% Int'l Avg. 63%	10 min.
6 <b>Leadership Networking.</b> <i>This section measures your knowledge and awareness of why and how leaders should build and maintain their networks inside and outside their organization.</i>	35	<b>SOLID</b>	Your Score 60% Group Score 50% Int'l Avg. 68%	8 min.
7 <b>Change Management.</b> <i>This area of the assessment measures your knowledge and awareness of the best practices associated with leading, supporting, and responding to change in the workplace.</i>	39	<b>NEED</b>	Your Score 54% Group Score 57% Int'l Avg. 63%	9 min.
8 <b>Succession Planning.</b> <i>This section measures your knowledge and awareness of the current and emerging best practices associated with succession planning, business continuity, and disaster recovery.</i>	34	<b>NEED</b>	Your Score 34% Group Score 33% Int'l Avg. 56%	7 min.
9 <b>Strategic Planning.</b> <i>This section of the assessment measures your knowledge and awareness of the best practices of associated with an organization's strategic planning initiatives.</i>	32	<b>STRENGTH</b>	Your Score 71% Group Score 76% Int'l Avg. 47%	7 min.
10 <b>Operational Management.</b> <i>This section measures your understanding of the fundamentals of operational performance, best practices to assure financial and operational soundness, and ops reporting.</i>	35	<b>STRENGTH</b>	Your Score 81% Group Score 66% Int'l Avg. 52%	11 min.
<b>Your Overall Performance on the Leadership Essentials™ Assessment 3</b>		<b>SOLID</b>	Your Score 60% Group Score 55% Int'l Avg. 57%	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).