

LEADERSHIP KPI

- ● **Key**
- ● **Polarity**
- ● **Indicator**

READING YOUR
RESULTS

HOW TO READ YOUR RESULTS

Your results indicate how often you demonstrate the behaviors likely to get the benefits or overuses associated with the pole of a polarity.

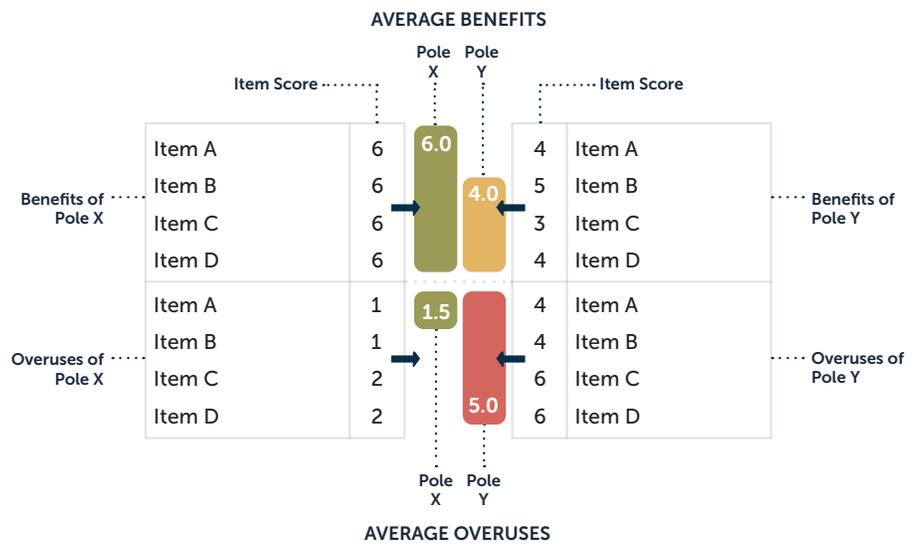
When taking the assessment, you (and others if you participated in a 360) were asked to rate how often you demonstrate behaviors described by each of the assessment items.



These items correspond to the benefits and overuses of the poles of the six key leadership polarities.

Scores of the four individual items in each benefit and overuse are combined for an average score in that quadrant represented by the bars in the middle.

A dash in place of a number [-] means there was no data for that item. In those cases, averages are calculated using only the items that received responses.



A central focus of the KPI are the bars representing the average benefits and average overuses of each pole.

A good rule of thumb:
Benefits—the more, the better.
Overuses—the less, the better.

EXAMPLES OF SOME COMBINATIONS

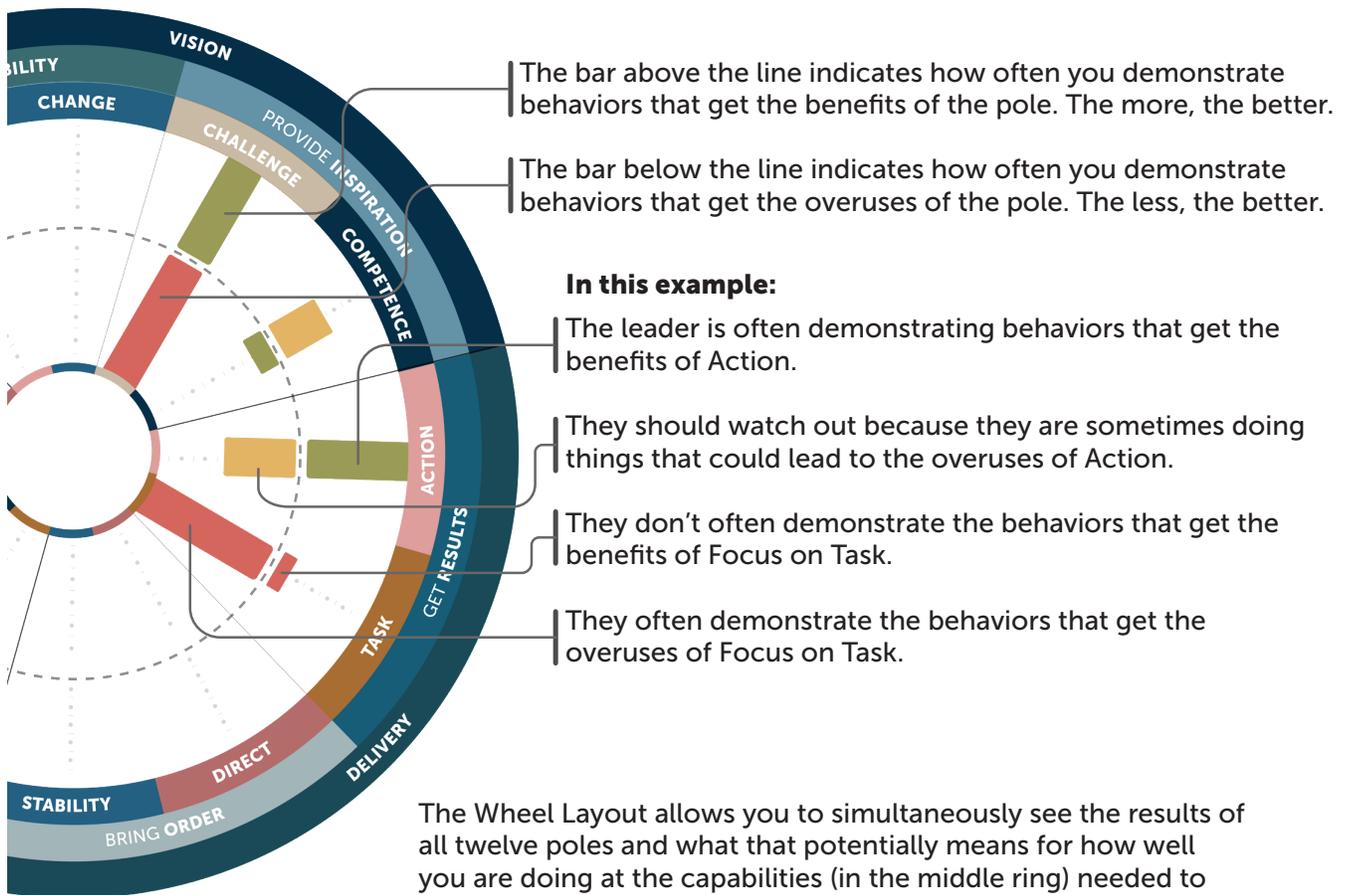


THE THREE SELF-ASSESSMENT RESULTS LAYOUTS

Your self-assessment results are presented in three different layouts. The data is the same in all three, it is simply represented differently to help make sense of the results in different ways.

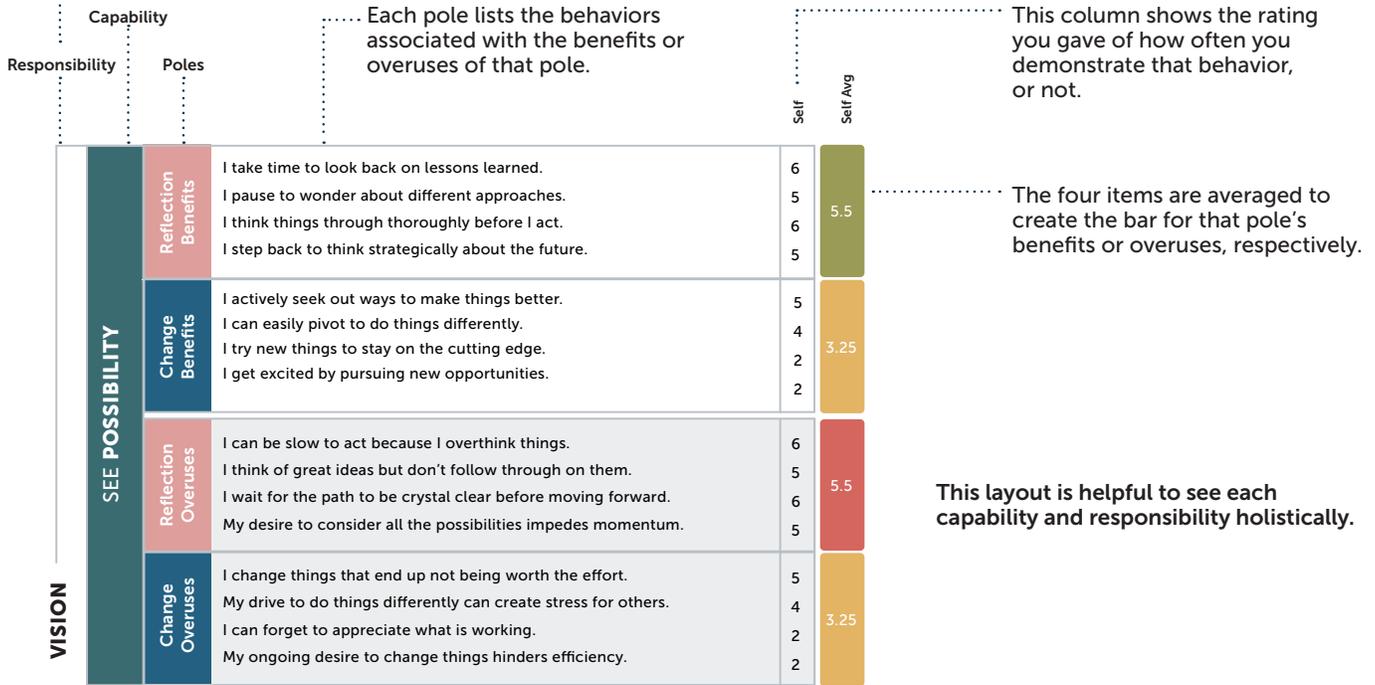
THE WHEEL LAYOUT

The first layout shows the bars for each of the poles in the center ring of the wheel. The bars work in the same way described on previous page. **Benefits—the more the better.** **Overuses—the less the better.**



THE RESPONSIBILITY LAYOUT

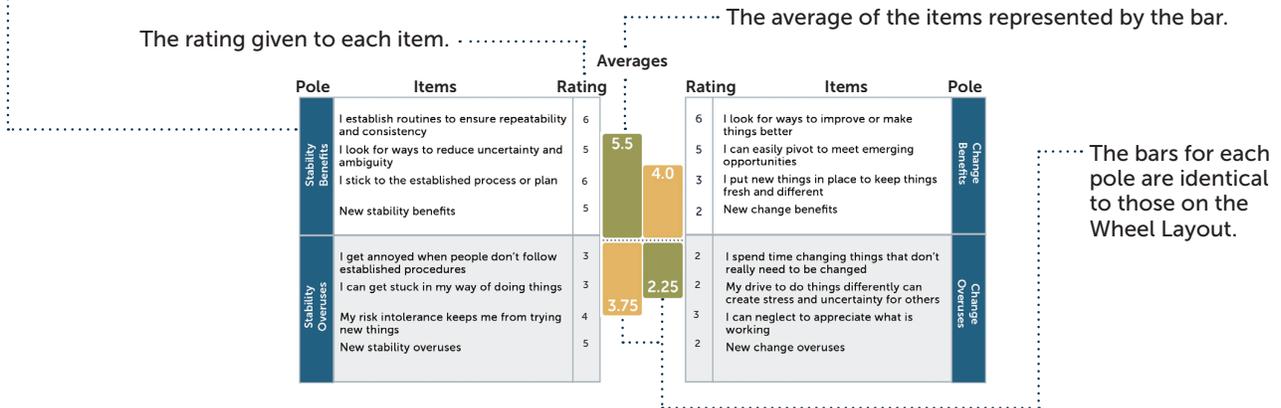
The Responsibility Layout takes each of the three Responsibilities of the outer ring and lays them out on individual pages along with their corresponding Capabilities and Poles.



THE POLARITY LAYOUT

The final layout of the self-assessment report brings each of the poles back together with its interdependent pair. All of the items and ratings in this layout are the same as previous layouts – they are simply presented differently here to make different sense of the data.

Behaviors associated with the benefits and overuses of each pole.



This layout shows how well you are navigating each of the polarities. It is helpful for identifying your preferred pole of a polarity and better understanding how you show up based on those preferences.