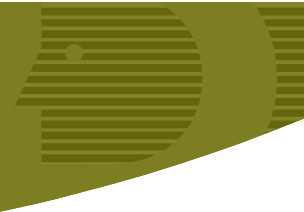


LEADERSHIP INTELLIGENCE™

PERFORMANCE PROFILE



Joe Sample
 Division Manager
 San Diego, CA

Position Desired:
Regional VP



Interview Score: 8

Promotability: 9

Readiness: 6

Relocatability: 8

Strengths

Integrity and Trust

- Values honesty and integrity above all else.
- Has earned the respect of others because of values, integrity, and honest leadership style (360 and interview).

Initiative and Action Orientation

- Is respected as a hard worker; has in internal drive to get things done, and reach performance targets.
- Is results-focused; works hard to achieve goals.
- Driven to succeed.

Customer Orientation

- Has gained the respect of customers because he follows through on promises and deliverables.
- Stresses serving the customer in all he does.

Additional Comments

- Willing to relocate for the right opportunities.
- Would likely succeed in a more responsible role. However, must focus on people management, versus data management in order to be a more effective leader.

Areas for Development

Analytical Thinking

- Manages with facts and figures. However, is likely to make faulty judgments or misinterpret data at times. (360, W-G)
- Needs work on computer skills and ability to extract performance information from internal systems.

Company Knowledge

- Has limited exposure to how things work outside of his district.
- Limited experience working on high-level projects or negotiations.

Priority Setting/Time Management

- Appears a bit disorganized at times (360, interview).

People Skills

- May place unreasonable expectations on subordinates. (360, W-G, interview)
- May offend people due to quick thinking, candid and to-the-point feedback, and drive.
- Very contractually focused versus relationship focused.

LEADERSHIP INTELLIGENCE™

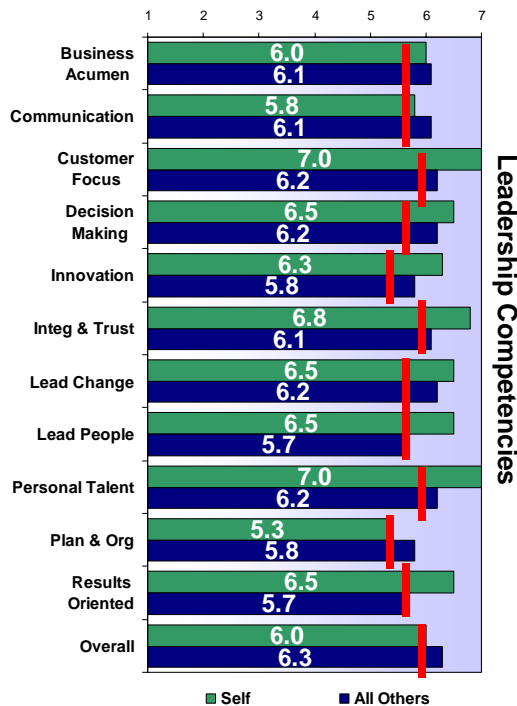
PERFORMANCE PROFILE

Joe Sample

Division Manager
San Diego, CA

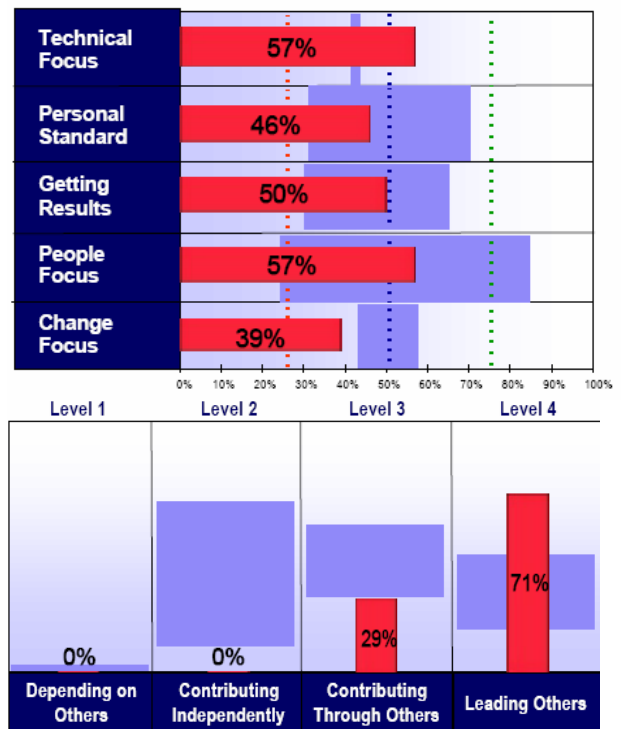
Position Desired:
Regional VP

360° Feedback



Leadership Competencies

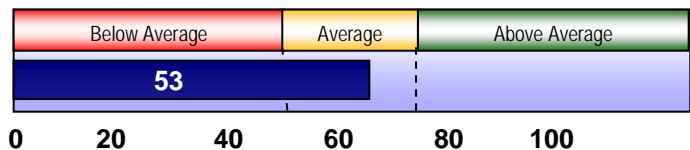
Personal Contribution Profile



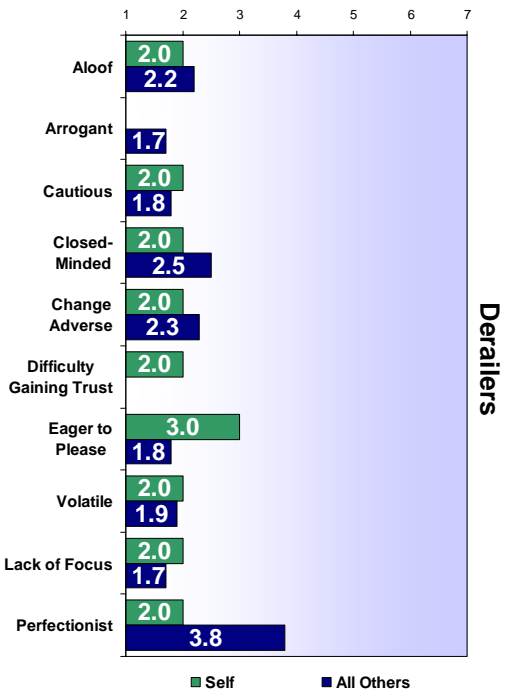
MBTI® ENTJ

ENTJs are logical, organized, structured, objective, and decisive about what they view as conceptually valid. They enjoy working with others, especially when they can take charge and add a strategic plan.

Watson-Glaser® Critical Thinking Appraisal



Manages By...



Derailers