

LEADERSHIP INTELLIGENCE™

PERFORMANCE PROFILE

Assessment Summary for: **Joe Sample**

This information provides an overall interpretation of the data from each assessment and the behavioral interview. This report is not intended to be shared with the participant.

Strengths

Business Acumen

- Extensive knowledge of how business (in general) functions
- Understands what contributes to bottom-line success
- Proven business success in several industries and companies
- Highly educated
- Thinks strategically
- Results and bottom-line focused

Analytical Thinking

- Effectively analyzes and uses data to make sound business decisions (W-G, 360, interview)
- Is able to see when data is complete and when more data is needed in order to build a business case or act on assumptions
- Uses data to help others see possibilities
- Is able to understand the impact of possibilities on long-term profitability

Propensity to Lead

- Enjoys leading; actively seeks out opportunities to lead and take charge
- Quickly gains the respect of subordinates and others through his business knowledge, industry knowledge, and ability to quickly understand business situations (360)
- Is liked by others (360)
- Actively solicits the opinions of others; willing to look at contradictory information prior to making a final decision; makes it safe for others to disagree or provide an alternative point of view.
- Leads by example and knowledge; quickly establishes relationships

Adaptability

- Is bright, capable, and agile when dealing with change and complex situations
- Regularly re-evaluates situations and makes necessary adjustments (360, interview)

Areas for Development

Analytical thinking

- Feels that analytical thinking does not come naturally to him—has to work at it.
- Would like to understand more about the company—what makes it work, and what really leads to success and profitability for the company as a whole
- Limited exposure to some of the other areas of the business

Additional Comments

- Likely very successful.
- Has a good balance between education and business, and practical down-to-earth experience
- Very clear that he would prefer a Marketing role to a Sales role. Took a Sales-focused role in order to gain experience, and is finding that he enjoys it more than he thought.
- Very willing to relocate for the right opportunity.
- Has clear ideas on what he would do in order to be successful in a VP role.