

LEADERSHIP INTELLIGENCE™

PERFORMANCE PROFILE

Joe Sample

Division Manager
San Diego, CA

Position Reviewed:
Regional VP



Interview Score: 8

Promotability: 9

Readiness: 6

Relocatability: 8

Strengths

Integrity and Trust

- Values honesty and integrity above all else.
- Recently exposed potential unethical practices in a sub-committee reporting.
- 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; internally driven; regularly surpasses performance targets.
- Sees opportunities and possibilities; acts.

Customer Orientation

- Has gained the respect of customers; follows through on customer promises and deliverables.
- Stresses serving the customer in all he does.
- Oversees a unit with 92.9% Sat. scores

Additional Comments

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

Areas for Development

Analytical Thinking

- Manages with facts and figures. However, due to quick decision style, 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 and region.
- Limited experience working on high-level projects or negotiations.
- Limited exposure to C-level team

Priority Setting/Time Management

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

People Skills

- May place unreasonable expectations on subordinates without fully understanding their roles (360, W-G, interview)
- May offend people due to rapid decision-making process; can be viewed as overly candid and aggressive.
- Very contractually focused versus relationship focused.
- Limited high-level management experience

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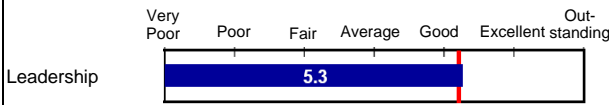
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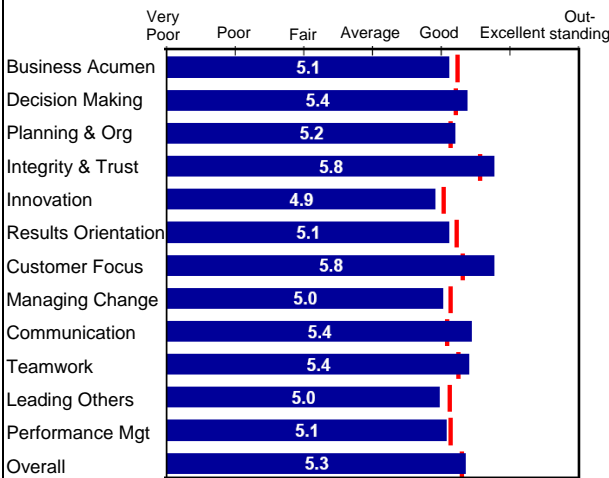
Position Desired:
Regional VP

360° Feedback

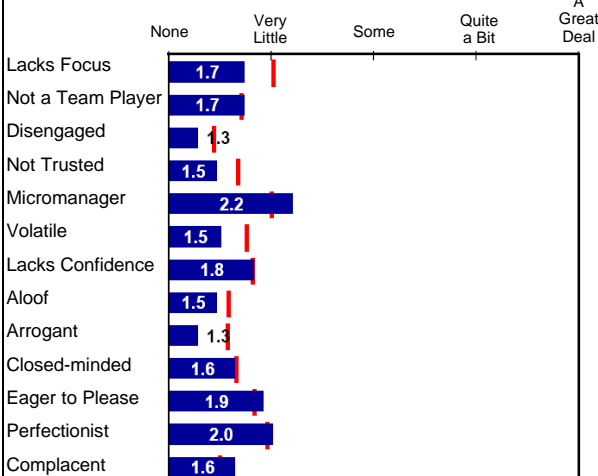
Overall Leadership



Leadership Competencies

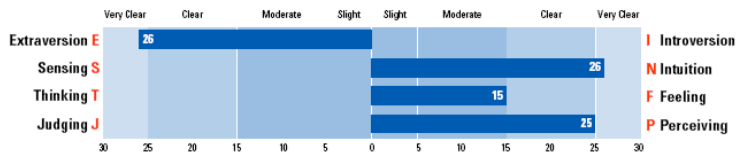


Derailers

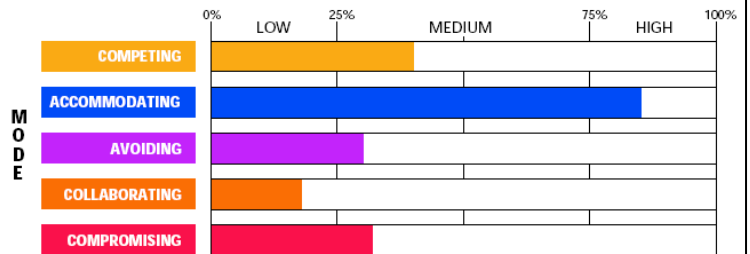


MBTI® ENFP

ENFPs are enthusiastic, insightful, innovative, versatile, and tireless in pursuit of new possibilities. They enjoy working on teams to bring about change related to making things better for people.

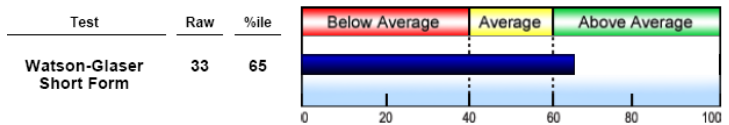


Thomas-Kilmann® Conflict Mode Percentile Score



Watson-Glaser® Critical Thinking Appraisal

Norm Group: Manager



Subscale Performance*

