

myEQi LEADERSHIP

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C O N F I D E N T I A L D O C U M E N T

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The Coach's Summary provides a complete leadership scoring review, including sections on response validity, as well as benchmarks and profiles of the leadership orientations and behaviors. In this section, relevant developmental strategies and action plans are suggested for dealing with the respondent's leadership strengths and weaknesses.

The coach's role is extremely important to improving the individual's leadership skills. Using the Coach's Summary, a coach will be able to objectively evaluate leadership performance, create specific strategies aimed at improving leadership performance, and monitor progress over time.

Response Validity

The following sections summarize the results of the validity indicators for this assessment.

Inconsistency Index (=5.6)

The score on the Inconsistency Index is not elevated and poses no concern for interpretation.

Positive Impression (PI) Score (=93)

The score on the Positive Impression scale (PI) is not elevated and poses no concern for interpretation.

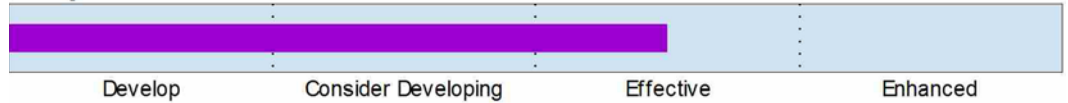
Summary of Validity Scale Results

This assessment should be considered valid.

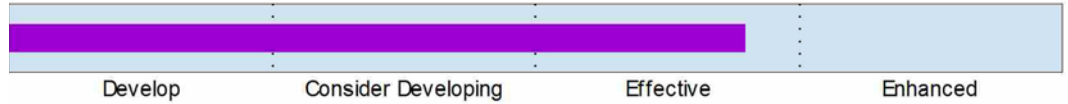
This section of the report breaks down leadership skills into various aspects of dealing with people, processes, and the organization as a whole. The results are summarized below and then described in more detail.

Leadership Area	Develop	Consider Developing	Effective	Enhanced
People-Oriented			■	
Process-Oriented			■	
Organization-Oriented			■	

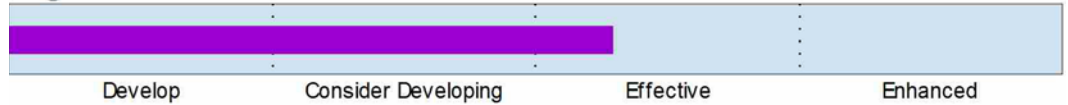
People-Oriented



Process-Oriented



Organization-Oriented



Profile of Leadership Orientation

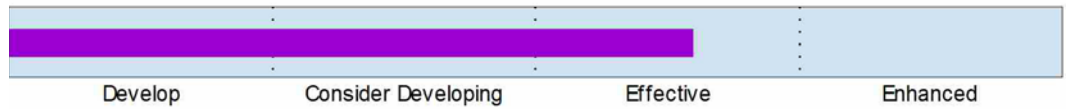
This table provides a summary of John Smith's functional aspects of leadership.

Leadership Area	Develop	Consider Developing	Effective	Enhanced
People-Oriented			■	
Empathy		■		
Social Responsibility		■		
Stress Tolerance				■
Impulse Control			■	
Happiness				■
Process-Oriented			■	
Assertiveness			■	
Independence			■	
Self-Actualization			■	
Stress Tolerance				■
Optimism				■
Organization-Oriented			■	
Self-Actualization			■	
Interpersonal Relationship		■		
Reality Testing			■	
Impulse Control			■	
Happiness				■

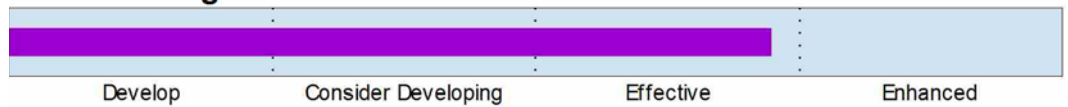
The four pillars of behavioral leadership are based on research conducted by the Center for Creative Leadership (CCL). These pillars contribute in varying degrees to people-oriented, process-oriented, and organization-oriented leadership. They are summarized below and then described in more detail.

Leadership Area	Develop	Consider Developing	Effective	Enhanced
Centered and Grounded			■	
Action-Taking			■	
Participative			■	
Tough-Minded				■

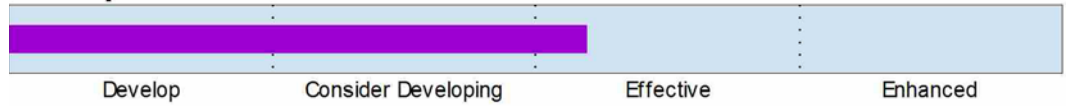
Centered and Grounded



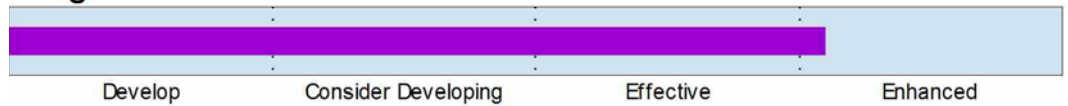
Action-Taking



Participative



Tough-Minded



Profile of Leadership Behavior

This table provides a summary of John Smith's behavioral aspects of leadership.

Leadership Area	Develop	Consider Developing	Effective	Enhanced
Centered and Grounded			■	
Social Responsibility		■		
Stress Tolerance				■
Impulse Control			■	
Optimism				■
Action-Taking			■	
Assertiveness			■	
Independence			■	
Optimism				■
Participative			■	
Empathy		■		
Social Responsibility		■		
Interpersonal Relationship		■		
Impulse Control			■	
Happiness				■
Tough-Minded				■
Self-Regard				■
Stress Tolerance				■
Impulse Control			■	

The following graph shows John Smith's results for all of the areas of emotional and social competency.

