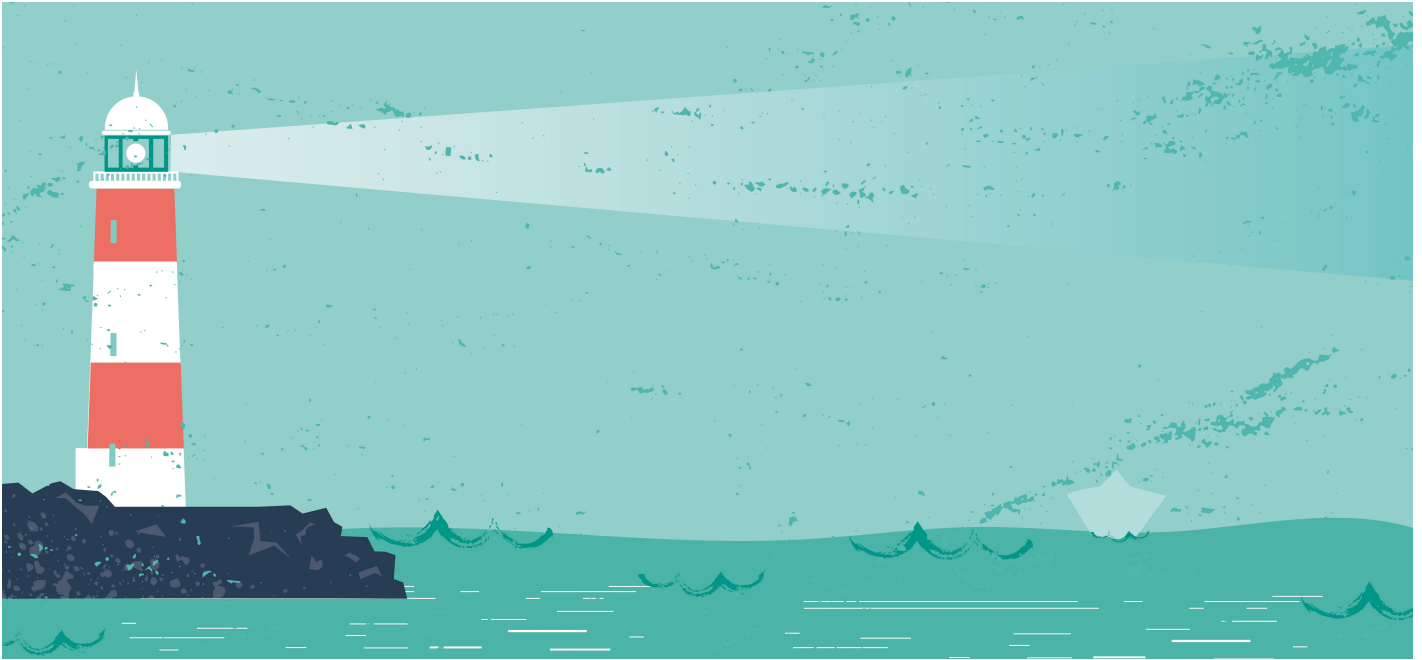# clevry
The Soft Skills Company

LEADERSHIP REPORT

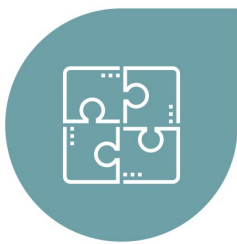## Group Profile

This report describes:

The summary of the leadership strengths of this group of team members:

1. Frank Felter
2. Jim Gordon
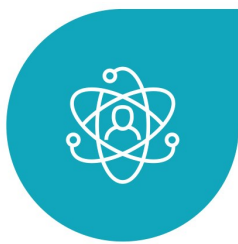3. Mikel Thomas
4. Becca Jermy

The report covers four strengths within a model of leadership behaviours:

LEADING PEOPLE

LEADING TASKS

LEADING YOURSELF

LEADING THE WAY

UNDERSTANDING THIS REPORT

Introduction

This report helps you to understand this group's style and potential as a leadership team. The report describes how they will typically respond in four key aspects of leadership responsibility, contained within our Leadership Model. The report is designed to be used as a springboard for discussions and development for the group, in order to develop and build upon the range of strengths and styles as a leadership team.

The results in this report were generated from responses to the Criterion Personality Questionnaire. Each individual's responses were compared with a large, diverse group of individuals comprising the comparison group, before being presented alongside all group member's scores to allow for comparison.

Important points

When reading this report, please remember the following points:

- **Personality is not fixed** – it may vary over time, change through training/ development, or simply vary depending on the situation.
- There are **no rights or wrongs.** The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible.**
- The profile is intended to clarify **self-perceptions** – it does not provide an objective measure.
- For further interpretation of the group's profile, you should seek the advice of a trained platform user.
- These results **must be kept within the boundaries of confidentiality** agreed with the group.
- The results must not be used for any purpose other than that agreed with the group.
- These results **must be kept securely** and not retained beyond the period agreed with the group.

Further information about individual group members

Further reports can be downloaded for individual members of this group, which provide additional information about her personality:

- **Leadership report** - Provides a more detailed description of an individual's leadership style.
- **Insights report** - Describes an individual's personality profile and contains information about each scale.
- **Personal feedback report** - Provides individuals with detailed feedback on their preferred style and how this might affect their approach to work.
- **Team Strengths report** - Explores an individual's style and areas of strength when working in a team.
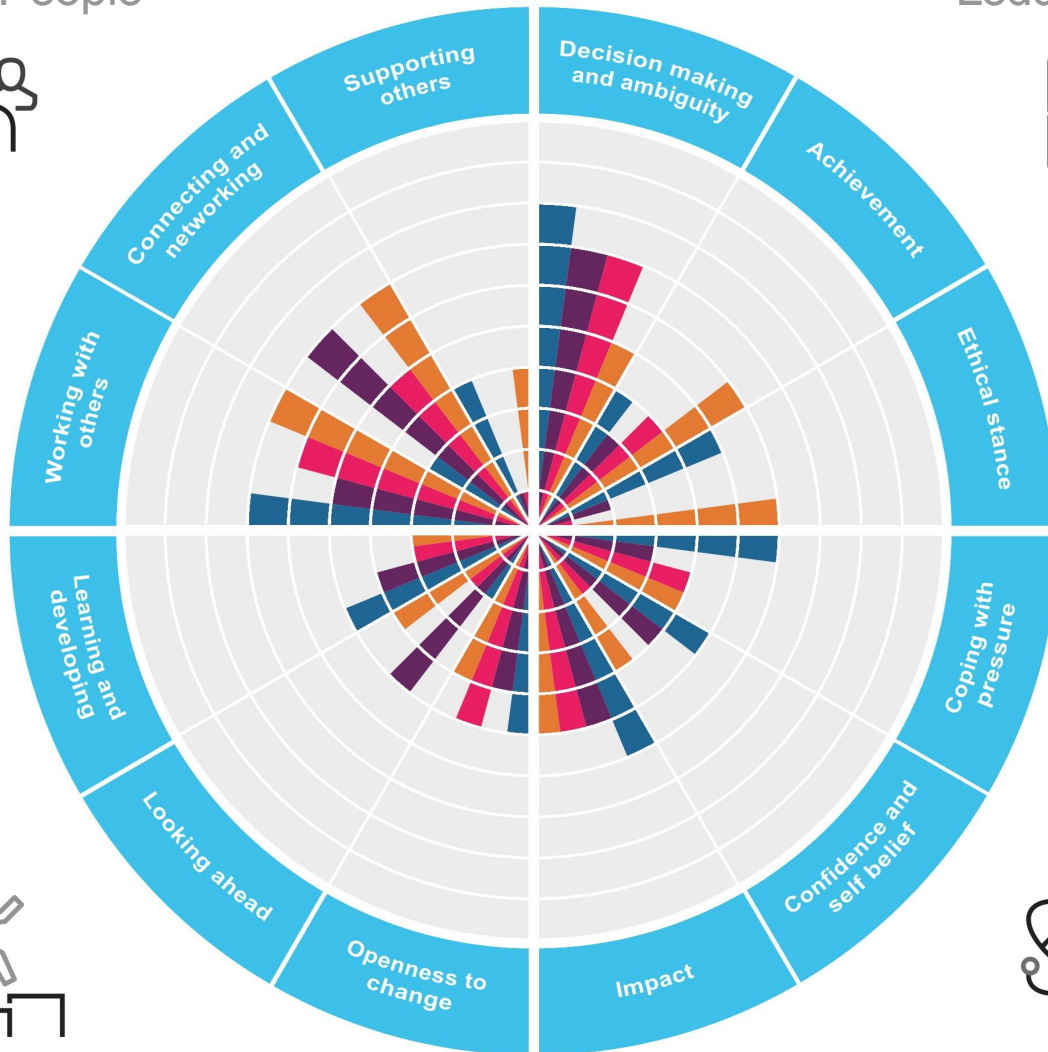
LEADERSHIP MODEL OVERVIEW

The Criterion Leadership Model is derived from research and years of experience in helping leaders at all levels of the organisation to develop their skills. It focuses on twelve aspects of leadership which fall under four key areas. The group's overall results are shown below.

Leading People

Leading Tasks

Supporting others

Connecting and networking

Working with others

Decision making and ambiguity

Achievement

Ethical stance

Learning and developing

Looking ahead

Openness to change

Coping with pressure

Confidence and self belief

Impact

Leading the Way

Leading Yourself

| Frank Felter | Jim Gordon | Mikel Thomas | Becca Jermy |

The Criterion Leadership Model provides a set of indicators of leadership potential. The areas contained within the model are important attributes which can help to identify general potential for individuals aspiring to, or working within, a leadership role. The model does not provide a comprehensive assessment of all leadership competencies but focuses on potential.

It is important to recognise that the skills and qualities required of individual leaders may differ, depending on the role and the context. Organisations also require different capabilities from their leaders at different times. It is recommended that the information contained in this report should therefore be considered in the light of these specific needs.

LEADERSHIP POTENTIAL SUMMARY

These pages present the group's average scores for each of the four leadership quadrants.

Leading People

Offers insight into the group's tendencies and preferences in relation to working with others; including connecting with peers and managing direct reports

5

Working with others
Adopting a collaborative approach in order to achieve results for the team and the organisation; valuing the opportunity to work with others.

6

Connecting and networking
Comfortable seeking out opportunities to network; willing to flex their approach with others to build mutually beneficial relationships.
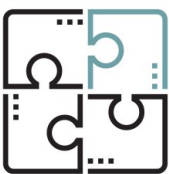
6

Supporting others
Adopting a supportive leadership style; making efforts to gain an understanding of the views of others. Motivated by caring aspects of a leadership role.

2

Leading Tasks

Looks at how the group might approach tasks and decisions. This relates to their values, drive, and prioritisation in terms of the projects that they lead.

5

Decision making and ambiguity
Confident to make quick leadership decisions when all the facts may not be available; relies on intuition and experience to cope with ambiguity.

7

Achievement
Driven towards challenge and the achievement of results; having a sense of being able to make a difference.
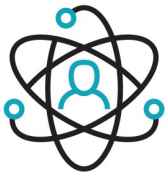
4

Ethical stance
Orientation towards making leadership decisions which take account of ethical or moral considerations; focused on taking a highly thorough and careful approach.

4

LEADERSHIP POTENTIAL SUMMARY CONT.

Leading Yourself

Explores how the group might deal with the emotional demands that come with adopting leadership responsibilities and bearing influence over others.

4

Coping with pressure

Remains calm in the face of challenge or stress; responds positively to working under pressure.

4

Confidence and self belief

Demonstrates inner confidence; remains positive in the face of criticism and tends to recover quickly from setbacks.

4

Impact

Confident in persuading or convincing others to support an idea, agenda or direction; as a leader, comfortable in taking the lead.

5

Leading the Way

Details how the group might approach leadership responsibilities that involve looking to the future and driving organisational change

4

Openness to change

Willing to embrace change and drive it forward; focus on freedom and spontaneity to do things differently in the working environment.

4

Looking ahead

Focus on taking a longer term, 'big picture' view; demonstrates a positive outlook for the future.

3

Learning and developing

Seeking new ways to get things done more effectively, values innovation; high drive for self-development and the building of new skills.

4