



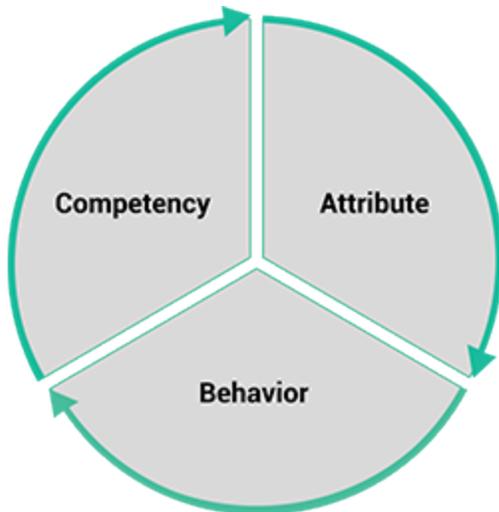
CoreScore

Sample Report

October 2020

Introduction

We welcome you to a distinctive and impact filled experience. This report and the discussion of your findings with a certified LionsLead Leadership Advisor will provide you with powerful insights. Our assessment will illuminate how you think, react, and make choices so that you can be more intentional and purposeful. We accomplish this, in part, with how we approach the evaluation process. We call it CAB:



Competencies are a specific group of interacting attributes and skills required to be proficient.

For example, if one is considered competent, they are accomplished in several specific skills.

Attributes are concisely stated concepts or qualities measured by behaviors that describe a person. For example, if someone possesses high *Self-Awareness*, they likely know, discern and lead themselves well.

Behaviors are specific, measurable actions and reactions of how we conduct ourselves. For example, a behavior of the attribute, *Managing Emotions* is Recognizing Emotions such as, happiness, sadness, anger, and fear, to name a few.

All LionsLead products are comprised of specific, applicable competencies, represented by multiple attributes from uniquely focused instruments (e.g. Leadership Traits, Emotional Intelligence, and Critical Thinking) and measured by respective, associated behaviors.

To provide you with robust, revealing insights to foster the internalization of your findings, we apply our pathway to transformation we call the 5T Process.

- **Translate** - We **translate** content focused competencies into recognizable attributes measured by a series of behaviors. Personality and 360 feedback instruments are helpful, but often miss the mark of critical behaviors that shape performance.
- **Truth-Telling** - Our clients report that the discussion of their findings pinpoints insights that are like **truth-telling** heat seeking missiles. The value of the findings debrief is its ability to generate powerful, life-changing conversations initiated and stimulated by the client.
- **Trust** - We know that earning **trust** precedes transformation. It is a sacred exchange that we prize and know we have to earn and deserve. We accomplish this by being competent, trustworthy, safe, and focused toward those we serve.
- **Testify** - Because of the truth-telling, clients **testify** that the findings are accurate, equip them to know what to do to improve and are motivated to change.
- **Timely** - Clients also reveal that not only are the findings accurate, but they supply such **timely** insights that years of observation and training do not provide. Knowing if people fit, can work together and possess the capabilities and capacity for the future in such a short time frame is timeless.

We are grateful for the opportunity to serve you on your adventure toward excellence.

Journey with grace, humility, courage, and wisdom,

LionsLead and its Advisors

Self-Leadership

Self-Leadership – Measures the skills and abilities required for leaders to truly know and lead themselves as a basis for being effective in building relationships and leading others. High performing leaders work hard to sharpen their emotional intelligence to know and bring together their values and beliefs as a guide to help them watch and manage their emotions. They practice integrity, are persistent, and are always open to learning new ways to be effective. The following attributes, individually and together, point out effective patterns that set extraordinary leaders apart from the rest.

Self-Leadership										
Attribute	Quadrant A		Quadrant B		Quadrant C		Quadrant D			
Self-Awareness				☆						
Managing Emotions				☆						
Rationality				☆						
Purpose-Directed					☆					
Grit		☆								

Self-Leadership

Attribute: Self-Awareness (CORE Score)

<p>What is it?</p>	<p>The ability to know oneself, to be aware of one’s own strengths and areas of improvement. Leaders and managers possessing strong self-awareness understand themselves well. They understand their goals, values, beliefs, feelings, strengths, and limitations. They are able to use this information to guide decision-making.</p>
<p>Why is it important?</p>	<p>An accurate knowledge and understanding of YOURSELF as a leader or manager who wants to lead is the most important piece of self-leadership. Without this almost all the other attributes lose value.</p>
<p>Desired Behaviors:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Accurately understands personal abilities and competencies <input type="checkbox"/> Understands what affects their performance <input type="checkbox"/> Knows their values, goals and beliefs and uses them effectively to guide their decisions and actions <input type="checkbox"/> Takes time to think about important issues quietly and alone <input type="checkbox"/> Strikes a balance between self-criticism and hopefulness
<p>Behaviors to Avoid:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Is uncertain or doubts their personal abilities and competencies <input type="checkbox"/> Does not understand what affects their performance <input type="checkbox"/> Forgets about their values and goals when making decisions <input type="checkbox"/> Misunderstands their effect on others <input type="checkbox"/> Struggles with self-criticism and negative attitudes
<p>Your Result:</p> <p style="font-size: 2em; font-weight: bold; text-align: center;">4</p>	<p>Leaders and managers whose score lands in this range usually know and follow their beliefs, values, and goals. Being understood by others and understanding other people and situations sometimes challenge them. It can be hard for them to understand their own reactions and their effect on others. Picking up hidden undertones in situations can be challenging too.</p>
<p>Your Reflections:</p>	
<p>Recommendations:</p>	<p>Imagine Self-Awareness as a cockpit in an airliner. Everything the pilots need to know inside and outside the aircraft is on the instrument panels. The cockpit has hundreds of buttons, switches, levers, and screens to show the pilots what is going on and what to do. Similarly, Self-Awareness measures how well one knows and lives by their values, goals, and beliefs. Secondly, it weighs how much one knows and studies themselves. Third, it measures how well they discern others and situations around them. And, fourth, reveals how well one steps outside of themselves and reads how they are coming across to others. Use your findings to discern how effective you are in these four dimensions and make corrective decisions to strengthen your Self-Awareness.</p>

Self-Leadership

Attribute: Managing Emotions (CORE Score)

<p>What is it?</p>	<p>The ability to understand one's own thoughts and feelings and how they affect the person and everyone around them. Leaders and managers who are able to effectively manage their emotions are able to understand how feelings affect behavior. They are able to behave or act appropriately in response to their feelings.</p>
<p>Why is it important?</p>	<p>Thoughtfully choosing how to show up in every circumstance is very important to a leader's overall effectiveness. Excellent leaders who manage their emotions are stable, predictable, and trusted. Leaders and managers who mismanage their emotions sabotage themselves. Without self-awareness and self-management most other personal and leadership attributes lose importance.</p>
<p>Desired Behaviors:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Understands their moods and emotions and their effect on their behavior <input type="checkbox"/> Balances positive emotions and controls disruptive reactions <input type="checkbox"/> Exposes personal irritations to themselves and selects appropriate responses <input type="checkbox"/> Balances private and public pressures and challenges <input type="checkbox"/> Thinks clearly and stays composed under pressure
<p>Behaviors to Avoid:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Misunderstands their moods and emotions and the effects their behavior has on others <input type="checkbox"/> Lets their emotions show and creates disruptive reactions <input type="checkbox"/> Freely expresses their irritations and frustrations <input type="checkbox"/> Allows personal challenges to spill over into interaction with others <input type="checkbox"/> Overreacts under stress and pressure
<p>Your Result:</p> <p style="font-size: 2em; font-weight: bold;">4</p>	<p>Leaders and managers with your score can misread their own reactions and the emotions of others. Your score tells us there are times when stress and pressure may overwhelm you. This can have an effect on how you manage your emotions.</p>
<p>Your Reflections:</p>	
<p>Recommendations:</p>	<p>Regularly think about how your emotions are formed and how quickly and correctly you recognize and manage them. Think about something that happened recently where you wished you would have managed your emotions better. Search for any truths you need to consider. Learn self-management behaviors you may need to show.</p>

Self-Leadership

Attribute: Rationality (CORE Score)

<p>What is it?</p>	<p>Measures how logically and systematically leaders and managers analyze and process information and their emotions, and make logical and thoughtful decisions.</p>
<p>Why is it important?</p>	<p>Under all situations, leaders and managers need to process information thoughtfully, reflectively, and logically. This analysis includes processing and understanding their own emotions and the emotions of others. Emotions are a valid source of information. Low Rationality is the “trigger” that releases actions and reactions before being filtered.</p>
<p>Desired Behaviors:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Gathers all the necessary facts so as to make well thought out decisions <input type="checkbox"/> Tests their ideas and viewpoints for consistency <input type="checkbox"/> Ensures the full range of options and actions have been considered before deciding <input type="checkbox"/> Checks the logic of their thinking and evaluates if their ideas and viewpoints are believable <input type="checkbox"/> Carefully measures their emotions and reactions before expressing them
<p>Behaviors to Avoid:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Makes impulsive decisions when thoughtful analysis was required <input type="checkbox"/> Forgets to test their ideas and viewpoints for consistency <input type="checkbox"/> Considers limited options or viewpoints rather than several <input type="checkbox"/> Takes opinions as facts without checking them for accuracy <input type="checkbox"/> Expresses emotions without processing them carefully
<p>Your Result:</p> <p style="font-size: 2em; font-weight: bold; text-align: center;">4</p>	<p>Leaders and managers with this score tend to be selective in applying logic and consistent analysis to important issues and their reactions. Others with this score indicate they do not take enough time to analyze their thoughts and reactions before displaying emotions they wish they had not. Your score suggests you may share some of these behaviors. Extraordinary leaders balance their desire for action with reflection and logic to weigh options before reacting.</p>
<p>Your Reflections:</p>	
<p>Recommendations:</p>	<p>Evaluate some recent reactions and decisions that you wish you could take back. Discern mental steps and actions that if taken, would have produced different results. Ensure, especially under pressure, that you keep your end goals in mind, consider multiple options for achieving them, evaluate your options carefully, take a well-considered path to achieve them, and then evaluate the consequences of your actions.</p>

Self-Leadership

Attribute: Purpose-Directed (CORE Score)

<p>What is it?</p>	<p>A personal vision and self-management to direct and guide oneself. Leaders and managers who are self-directed set goals for themselves and make a plan to achieve these goals. They are willing to try new behaviors in order to improve themselves and they are willing to ask others for help and feedback.</p>
<p>Why is it important?</p>	<p>Too often people fall into unintentional patterns or follow the herd of groupthink. Leaders and managers set themselves apart from status-quo thinking and living. They take the time to think carefully, imagine making an extraordinary difference, and set out to change themselves so that they can create the change they envision. Without it, people drift carelessly into big ideas that they eventually abandon.</p>
<p>Desired Behaviors:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Imagines future leadership goals and success <input type="checkbox"/> Sets performance and personal development goals <input type="checkbox"/> Experiments and practices new leadership behaviors to achieve desired goals <input type="checkbox"/> Builds trusted relationships with other successful leaders, other mentors, and coaches for accountability and feedback <input type="checkbox"/> Expects to achieve their desired future
<p>Behaviors to Avoid:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Is satisfied with how things are <input type="checkbox"/> Rarely sets performance and personal development goals <input type="checkbox"/> Accepts their current leadership behaviors as being good enough <input type="checkbox"/> Believes being a successful leader or manager is a solo journey <input type="checkbox"/> Plods along on a slow and gradual leadership career plan
<p>Your Result:</p> <p style="font-size: 2em; font-weight: bold; color: white;">5</p>	<p>Some leaders and managers at this level have an idea of the kind of person and leader they are capable of becoming. They may sometimes think about new leadership behaviors they could learn. They may want to set leadership goals for themselves. You may think the same way but you may realize you want to improve your leadership abilities.</p>
<p>Your Reflections:</p>	
<p>Recommendations:</p>	<p>Look at yourself from the perspective of others around you. Do they see you as someone who creates goals that make big differences? Would they describe you as someone who persistently pursues them? Search for any truths about yourself that you need to consider. Make note of the Self-Directed behaviors you need to strengthen to make the difference you desire.</p>

Self-Leadership

Attribute: Grit (CORE Score)

<p>What is it?</p>	<p>Means sticking with a task or project and never giving up. Leaders and managers with grit are committed, motivated, and persistent in achieving excellent performance and influence. They stay focused on accomplishing a task or project in spite of challenges, discouragement, and delays in achieving success.</p>
<p>Why is it important?</p>	<p>Complacency and mediocrity are contagious in an organization's culture. The workforce and other leaders take cues from key leaders. Grit is the observable trait leaders display that they will not give up. Their example inspires the tired and discouraged to rally and achieve unimagined goals.</p>
<p>Desired Behaviors:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Sets and pursues demanding goals <input type="checkbox"/> Always tries their best and never gives up <input type="checkbox"/> Finds purpose and value in their personal vision <input type="checkbox"/> Concentrates on achieving successful results and reaches goals despite setbacks <input type="checkbox"/> Strategizes on ways to move their goals and dreams forward
<p>Behaviors to Avoid:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Sets average goals and delivers inconsistent results <input type="checkbox"/> Gives effort only to what interests them <input type="checkbox"/> Accomplishes most, but not all of the goals assigned to them <input type="checkbox"/> Can be sidetracked by criticism and setbacks <input type="checkbox"/> Is satisfied with their current level of responsibilities
<p>Your Result:</p> <p style="font-size: 2em; font-weight: bold; text-align: center;">2</p>	<p>Leaders and managers who score in this range don't usually show behaviors of being highly motivated and they have a hard time dealing with problems related to criticism. They rarely find a sense of purpose in following a group's vision and they seldom take advantage of chances to push for excellence. Your score tells us you may not be used to setting personal goals or pushing to be the best.</p>
<p>Your Reflections:</p>	
<p>Recommendations:</p>	<p>Pay attention to your level of personal drive. Are you achieving the highest levels of performance? Search for any truths you need to think about and take corrective action to increase your effectiveness.</p>

Workout Plan

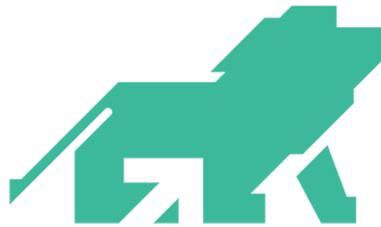
1. What kind of effective person am I determined to be?

2. After reviewing my report, what do I believe to be the most important area of strength that I want to improve even more? What steps do I need to take to make those improvements? How will I and others know I have succeeded?

3. After reviewing my findings, what is the most crucial challenge I want to improve and turn into a strength? What steps do I need to take to make those improvements? How will I and others know I have succeeded?

4. What are the potential issues/challenges that could make it difficult to achieve what I intend?

5. On a scale of 1 – 10 (1 = Not at all; 10 = Will not be stopped), how determined am I to achieve these goals?



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Leadership Assessments & Advising

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