

Your Leadership Essentials™ Assessment 2 Report

Your Name	Your Current Employer	Date Completed	Your Years of Experience	
			Working	Managing
Harry Workman	Harry's Employer	3/4/2017	12	9

Competency Measured	# Best Practices	Your Results (vs Int'l Avg)	Your Score Compared to Benchmarks for this Assessment	Time to Complete
1 Observing & Documenting Performance. Measures knowledge and understanding of observing employees as they perform assigned duties and apply what they have been taught.	42	NEED	Your Score 52% Group Score 49% Int'l Avg. 59%	9 min.
2 Providing Effective Feedback. Measures approach to providing feedback to employees in order to recognize, correct, or reinforce behavior or performance.	33	STRENGTH	Your Score 68% Group Score 71% Int'l Avg. 63%	9 min.
3 Coaching Employees. Measures approach to coaching employees as part of their development, in order to help them perform their duties to the highest possible levels of performance.	37	NEED	Your Score 50% Group Score 28% Int'l Avg. 63%	6 min.
4 Motivating Employees. Measures approach to motivating employees to help them raise their commitment level to perform work to the best of their capabilities.	33	NEED	Your Score 53% Group Score 51% Int'l Avg. 62%	9 min.
5 Holding One-on-One Meetings With Employees. Measures your knowledge and understanding of the best practices associated with one-on-one meetings with employees.	46	STRENGTH	Your Score 80% Group Score 82% Int'l Avg. 68%	10 min.
6 Career Development Discussions With Employees. Measures knowledge and awareness of the best practices surrounding the conducting of career development discussions with employees.	33	NEED	Your Score 34% Group Score 28% Int'l Avg. 60%	8 min.
7 Helping Employees Solve Problems. Measures your approach to helping employees solve the problems they encounter in the course of their workday.	45	NEED	Your Score 54% Group Score 57% Int'l Avg. 65%	9 min.
8 Evaluating Employees. Measures your knowledge and awareness of the current and emerging best practices associated with evaluating employee performance and behavior.	34	SOLID	Your Score 61% Group Score 59% Int'l Avg. 62%	7 min.
9 Performance Evaluations Discussions With Staff. Assesses your approach to conducting discussions about past performance and establishing goals and objectives for the next performance period.	27	STRENGTH	Your Score 71% Group Score 76% Int'l Avg. 56%	7 min.
10 Correcting Performance & Behavioral Deficiencies. Assesses how you deal with employee performance/behavioral deficiencies through counseling and corrective or disciplinary action.	35	STRENGTH	Your Score 81% Group Score 66% Int'l Avg. 46%	11 min.
Your Overall Performance on the Leadership Essentials™ Assessment 2	365	SOLID	Your Score 59% Group Score 54% Int'l Avg. 59%	85 min.

Important Information About This Assessment:

1. **Benchmark Scores:** Your score is compared to two benchmarks, people from your group and the International Average of everyone who has completed this assessment.
 - a. The International Average benchmark can be thought of a what the average person performing your role in another organization knows about a competency.
 - b. Approximately 80% of the scores are centered around the International Average score, deviating +/- 10% from the average.
2. Your **Strength**, **Solid**, and **Need** Scores are determined by comparing your score to the International Average.
 - a. 10% or higher above the International Average is a Strength while 10% or more below the International Average is a Need.
3. Consider it a learning opportunity for any competency in which you scored less than 80% correct overall (even though your score may be labeled a strength).