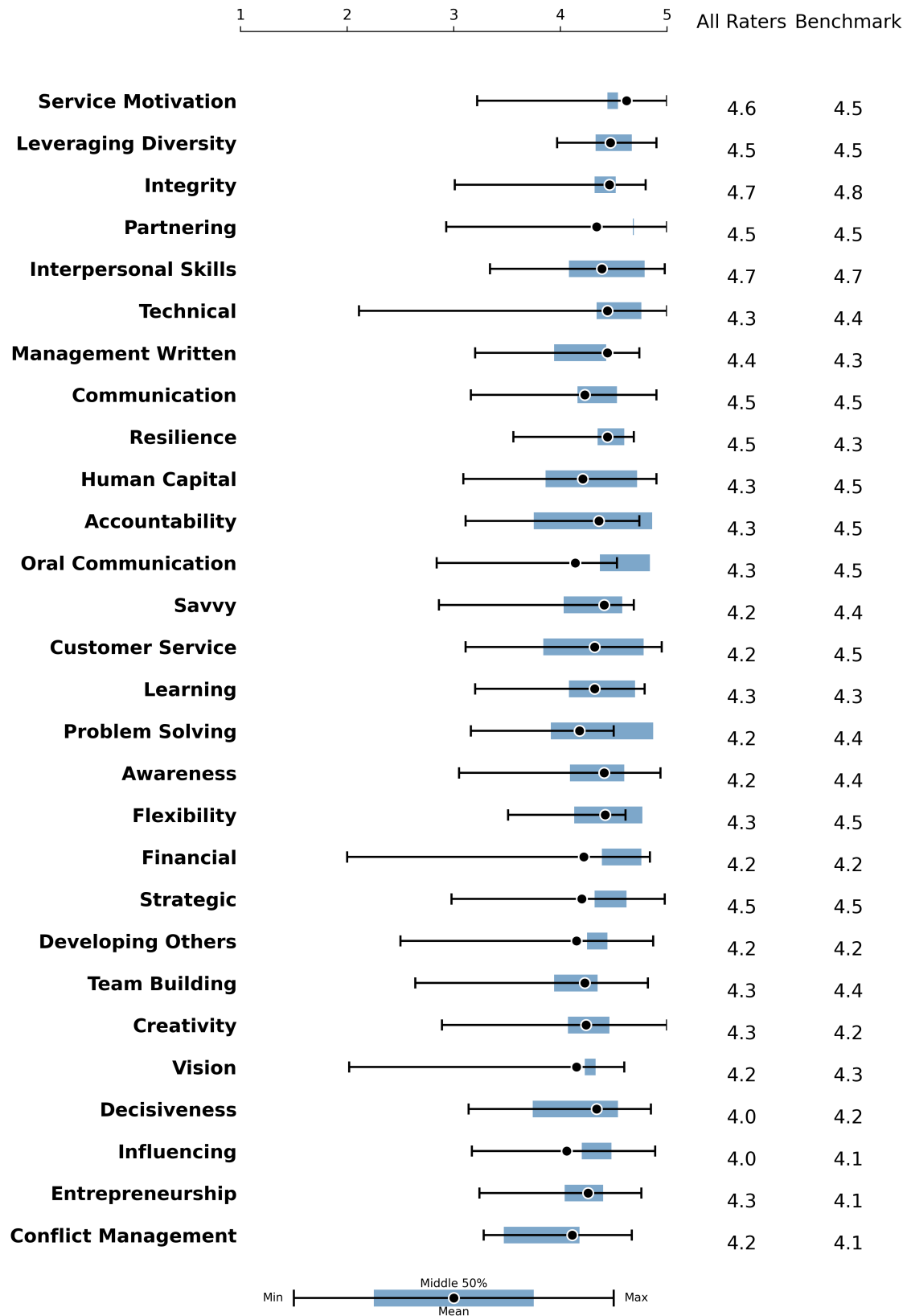


Competency Rankings

This section summarizes the competency scores of the entire group. The mean (average) indicates how a typical leader in the group scores, whereas the middle 50% indicates how far from average most leaders are. The minimum and maximum scores define the range of scores. Look for competencies with a large range or a low average score, as that may indicate a need for training.

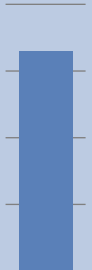







Motivational/Personal Factors

Excelling as a leader requires not only core abilities or competencies, but also the desire to take on typical leadership duties and responsibilities. Listed below are a number of motivational and personal factors that, along with ability, are essential to understanding leadership potential. Each factor is measured by several items that focus on specific behaviors or attitudes. Your overall rating, along with ratings for each specific behavior or attitude related to each factor, is provided below. The "All Raters" category includes all ratings with the exception of your self scores.

An "*" indicates only Self ratings were collected for that item. Additionally, the wording of some items in the assessment varies depending on the rater source. For example, the item "Really cares about the success of the agency" appeared as "I really care about the success of my agency" on the version of the assessment you, the participant, responded to, while the same item appeared as "He or she really cares about the success of his or her agency" for all other raters.

Organizational Engagement

| | | Self | Sup. | Peers | Dir. Rpts. | Others | All Raters |
|--|--|--|---|--|--|--|--|
| Displays enthusiasm and excitement about the agency's work. Exerts effort beyond what is expected spends extra time working to help achieve organizational goals. Demonstrates pride in working for the agency and is supportive of the organization as a whole. | |  |  |  |  |  |  |
| Your Score | | 4.3 | 4.6 | 4.8 | -- | 5.0 | 4.8 |
| Group Average | | 4.0 | 4.5 | 4.6 | 4.7 | 4.6 | 4.6 |
| Org. Benchmark | | 4.1 | 4.4 | 4.3 | 4.4 | 4.5 | 4.4 |
| Factor Items | 1. Volunteers for work when opportunities arise. | 4.0 | 4.5 | 4.6 | -- | 5.0 | 4.7 |
| | 2. Gets excited thinking or talking about what they can accomplish at work. | 5.0 | 5.0 | 4.7 | -- | 5.0 | 4.9 |
| | 3. Puts in a great deal of effort to make sure the work is done. | 4.0 | 4.5 | 4.9 | -- | 5.0 | 4.9 |
| | 4. I am excited about going to work each day.* | 4.0 | 4.5 | 4.9 | -- | 5.0 | 4.9 |
| | 5. Is passionate about their work. | 5.0 | 4.5 | 4.9 | -- | 5.0 | 4.9 |
| | 6. Speaks highly of the organization. | 4.0 | 4.5 | 5.0 | -- | 5.0 | 4.9 |
| | 7. Is proud to work for their agency. | 4.0 | 4.5 | 4.9 | -- | 5.0 | 4.9 |
| | 8. Is willing to put in a great deal of effort beyond what is expected to help the agency be successful. | 4.0 | 4.5 | 4.6 | -- | 5.0 | 4.7 |

Score Summary

This section presents a summary of your All Raters results for all of the competencies and motivational factors assessed by the LPA. You can compare yourself to the group average to see how you were rated relative to the other people who took the LPA in your organization at your same leadership level. Note: "Desire for Career Advancement" is not included in the rankings below because only self-ratings were collected for this motivational factor.

