
SAMPLE REPORT

Edge Leadership Profile™

A comprehensive assessment of leadership capacity across four critical dimensions: Vision & Clarity, People Investment, Radical Ownership, and Growth & Reflection.

PREPARED FOR Sarah Mitchell, Executive Director

ORGANIZATION Community Health Alliance

DATE February 14, 2026

Executive Summary

Overall Leadership Score

76%

Sarah, your Edge Leadership Profile reveals a leader with exceptional radical ownership and strong clarity of vision. Your willingness to own outcomes and make difficult decisions sets you apart. Your primary growth opportunity lies in deepening your investment in people development — specifically, creating more intentional space for others to lead.

Vision & Clarity	82%	Leading Edge
People Investment	64%	Common Practice
Radical Ownership	85%	Leading Edge
Growth & Reflection	73%	Common Practice

Key Findings

1

Greatest Strength — Radical Ownership (85%): You score in the Leading Edge zone for accountability. You own outcomes, address difficult conversations directly, and hold yourself to the same standards you expect from others.

2

Greatest Opportunity — People Investment (64%): While you care about your team, development happens reactively rather than intentionally. There is significant room for structured mentoring, delegation, and succession planning.

3

Emerging Pattern: Your high ownership combined with lower people investment suggests a leader who may be carrying too much — solving problems yourself rather than developing others to solve them.

Dimension Analysis

Vision & Clarity

82%

Do I know what I stand for and where we're going?

Leading Edge

You articulate direction in ways that pull people forward. Your team sees the values lived, not just posted.

Strengths: Strong alignment between stated values and daily decisions • Willingness to have uncomfortable truth-telling conversations • Ability to provide direction, not just inspiration

Growth Opportunities: Ensure your clarity doesn't become rigidity • Check whether your team can articulate the vision in their own words

Reflection: *Where is there still a gap between what you say you value and how you actually operate?*

People Investment

64%

Do I put real time into the people and priorities that matter most?

Common Practice

You care about your team, but development happens reactively rather than intentionally.

Strengths: Genuine care for team members' wellbeing • Notice when someone is struggling • Celebrate progress, not just outcomes

Growth Opportunities: Build intentional development plans • Create a succession plan • Shift from doing to developing • Give real responsibility, not just assignments

Reflection: *What would it look like to move one relationship from transactional to transformational?*

Radical Ownership

85%

Do I own my decisions, challenges, and my part in what happens?

Leading Edge

You own outcomes fully. People trust you because you don't deflect.

Strengths: Strong follow-through on commitments • Own mistakes publicly • Address difficult conversations directly

Growth Opportunities: Watch for the line between ownership and over-functioning • Ensure your accountability doesn't make others feel they can't own things too

Reflection: *Where might you be protecting yourself from feedback that could make you better?*

Growth & Reflection

73%

Do I slow down, learn from experience, and keep growing?

Common Practice

You reflect when prompted but may not have a consistent practice. Growth happens in spurts.

Strengths: Honest self-assessment • Learning from failures • Openness to feedback

Growth Opportunities: Build a weekly reflection practice • Find a mentor or peer group • Create space between doing and deciding

Reflection: *What would a weekly reflection practice look like for you?*

Your 30-60-90 Day Growth Plan

Based on your results, this plan focuses on **People Investment**. Strengthening this dimension will amplify your already-strong ownership and clarity.

30 DAYS — FOUNDATION

Build the Baseline

- Identify one person who deserves more of your time. Schedule three 1:1s this month.
- In each 1:1, ask: "What do you need from me to grow?" Listen without solving.
- Map your delegation patterns — what are you holding onto?

✓ You can name each team member's top development need.

60 DAYS — MOMENTUM

Systematize Development

- Create a development plan for your top 3 direct reports.
- Delegate one significant responsibility you currently own.
- Ask your team: "What am I doing that you could be doing?"

✓ One team member is leading something they weren't before.

90 DAYS — MASTERY

Build the Bench

- Build a succession map. Who could step into your role?
- Have a candid conversation with your board chair about your pipeline.
- Create a "leadership moments" tracker — when you step in vs. step back.

✓ Your team can run a week without you and nothing falls apart.

Next Steps

1

Discuss Your Results

Use Ask the Professor to get personalized coaching on your results.

2

Share with Your Board Chair

Consider sharing your People Investment scores to create accountability.

3

Reassess in 90 Days

Retake the assessment after completing your growth plan and track progress.

About This Assessment

The Edge Leadership Profile™ is a 48-question self-assessment developed by Dr. Lyn Corbett, drawing on 25+ years of nonprofit leadership development and a PhD in Organizational Leadership from the University of San Diego. The assessment measures leadership capacity across four dimensions grounded in evidence-based frameworks including Kouzes & Posner's Leadership Challenge, servant leadership theory, Extreme Ownership, and reflective practice research.

Zone	Range	Interpretation
Leading Edge	80–100%	Consistent strength. Focus on sustaining and coaching others.
Common Practice	60–79%	Functional with room for growth. Intentional effort yields returns.
Developing	Below 60%	Foundational area needing attention. Start with small, consistent actions.

This is a sample report. Your actual Edge Leadership Profile will reflect your unique responses and provide personalized insights, growth plans, and coaching recommendations.

© 2026 The Pivotal Group Consultants Inc. | CONFIDENTIAL