

Assessments & Tools - THE LEADERSHIP CIRCLE™



“GET READY TO BRING NEW LIFE INTO WHAT MAY HAVE BECOME AN OLD AND WORN LEADERSHIP CONVERSATION. THE LEADERSHIP CIRCLE 360 STANDS HEAD AND SHOULDERS ABOVE ALL THE REST! IT IS USER-FRIENDLY, STATISTICALLY STUNNING AND BASED SOLIDLY ON BOTH THE LEADERSHIP AND ADULT DEVELOPMENT LITERATURES. THIS IS A TOOL FOR ANYONE WHO IS COMMITTED TO INJECTING EVIDENCE INTO YOUR LEADERSHIP CONVERSATIONS WITH YOUR CLIENTS AND TEAMS THAT IMMEDIATELY GOES TO THE HEART OF THE MATTER WITH HEART AND RIGOUR.”

Deborah Colman MCC, CPCC

Fully actualized leaders stand transformed, having changed their old patterns of action and habits of thought for new ones that yield more positive outcomes. The Leadership Circle is a leadership development company committed to cultivating this very specific type of change – the kind that evolves authentically from the inside out. Through our community of Certified Coaches and Consultants, we offer innovative tools, processes, and support for “deepening the conversation” with leaders in your organization so that the transformation to “Leader” can occur on a deep, significant, life-changing level.



Introducing the breakthrough 360 degree profile that gives you the whole picture:

IT CONNECTS **PATTERNS OF ACTION** WITH **HABITS OF THOUGHT**

The Leadership Circle Profile (TLCP) is a true breakthrough among 360 degree profiles. It is the first to connect a well-researched battery of competencies with the underlying and motivating habits of thought. It reveals the relationship between patterns of action and internal assumptions that drive behavior. Ultimately, TLCP goes to the source of behavior to get greater leverage on change. Furthermore, unlike most profiles that take hours to interpret, TLCP integrates all this information in a way that brings the key issues to the surface instantly.

The data in TLCP reveals itself in seconds. At a glance, the whole gestalt is accessible – putting leaders in touch with what is working, what is not, and why! In most organizations, this treasure trove of information remains buried. TLCP makes it easily accessible while it creates a foundation on which ground breaking change can occur at a higher level and sustainable pace.



Now Your Leader's Opportunities for Development Rise to the Surface INSTANTLY! TLCP is the only instrument that measures the two primary leadership domains – Creative Competencies and Reactive Tendencies – and integrates this information so that key opportunities for development immediately rise to the surface.

Creative Competencies are well-researched competencies measuring how you achieve results, bring out the best in others, lead with vision, enhance your own development, act with integrity and courage, and improve organizational systems.

Reactive Tendencies are leadership styles emphasizing caution over creating results, self-protection over productive engagement, and aggression over building alignment. These self-limiting styles over emphasize the focus on gaining the approval of others, protecting yourself, and getting results through high control tactics.

TLCP is unique in that it reveals a leader's Operating System: Internal assumptions (beliefs) that run behavior in both domains. This allows the manager to see how his/her inner world of thought translates into a productive or unproductive style of leadership. Ultimately, TLCP increases the inner awareness that affects outward behavior.



THIS PROFILE IS SO UNIQUE, IT DEFINES A NEW STANDARD FOR LEADERSHIP DEVELOPMENT



Benefits

- >> Reveals to a leader what is going on beneath the surface (what may be keeping him/her stuck in old patterns of behavior), as it cultivates deeper personal awareness.
- >> Enhances the value of coaching and saves time. A coach instantly sees the whole integrated picture. Coaching can start at an advanced level.
- >> Aids in developing teamwork and in succession planning.
- >> Provides a comprehensive metric for tracking leadership development and cultural change and facilitates ongoing performance management.
- >> Allows an organization to measure itself against a large norm-base of similar companies.

Elegant, Powerful, Insightful Display Of Data

The Leadership Circle Profile reveals how certain assumptions distort or enhance the expression of leadership competencies. The distorting assumptions we call Reactive. The enhancing assumptions we call Creative.

For example, the leader depicted on pages 6 and 7 (see large graph) has many (competencies. Among these is Decisiveness. However, the high Controlling scores indicate that this individual is reactively driven and will tend to express the Reactive side of the Decisiveness competency by rushing to judgment, shutting out differing views, and confusing expediency with vision. Most surveys would rate him/her as high on Decisiveness. And s/he is high—too high, in fact—because the Decisiveness is being pushed beyond constructive limits by the person's Reactive operating system. In addition, the Relating Competencies are underdeveloped because of the same Reactive bias.

Another leader, anchored in the Creative assumptions, will express the best aspects of the Decisiveness competency. S/he will make decisions in a timely manner, including the tough decisions. S/he will make decisions in the face of uncertainty. In addition, s/he will empower others through delegation, shared decision making, and by allowing others to grow through trial and error. In short, decision making is used as a strategic competency to forward both organizational outcomes and people development.

Now you can see the whole picture

The information in *The Leadership Circle Profile* is rich, thorough, and elegantly organized to elucidate patterns and interactions among all dimensions. The leader can quickly see the whole story and gain insights into his/her creative strengths, the competencies that need development, and the deeper issues that are giving rise to the patterns of competency over/under utilization. Like any well-crafted recipe, the ingredients come together as a complex but integrated whole. To symbolize this, the results are graphically displayed in a circle (see the following page). The placement of dimensions in the circle quickly shows how all of the dimensions interact with each other. The whole picture (strength and weakness, balance and imbalance, internal operating system and external competency) is immediately apparent.

State of the Art Internet Capable

The Leadership Circle Profile is completely administered through the internet. In a very user-friendly environment, participants can fill out the profile on themselves and request feedback from others. Assessors easily log in and provide feedback.

Extensive Support Materials

Feedback reports are included in an extensive binder of support material. Detailed numeric data is efficiently organized for digging into the specifics. All dimensions are described in sufficient depth and clarity so as to support ongoing learning and reflection. Extensive awareness and action planning guides are included. Learning resources and contact information are provided. Leaders also have access to an interactive web site for further learning. In short, support materials facilitate reflection, learning, and behavior change long into the future.

Research Basis

The Leadership Circle Profile is a world class, thoroughly researched and validated instrument. Consultants, coaches, Human Resource and Organizational Development professionals report that TLCP is superior to any 360 degree tool they have previously used. Leaders consistently report that TLCP was the highlight of their workshop experience.

Fully Customizable

If your organization has key competencies that need to be measured in addition to or instead of the dimensions described above, this tool is fully customizable to your organizational culture. You measure what you need to have measured and plug that into the powerful architecture of *The Leadership Circle Profile*.

Organizational Data

The organization can receive summary data on any division, department, or team that will support organizational measurement needs. This turns the profile into a powerful culture assessment and development tool.

Normative Data

All results are reported in comparison to an ever-growing norm base. Consequently, *The Leadership Circle Profile* is a powerful way for a leader to compare him/herself to others inside and outside the organization. It also provides a stable base for year-to-year metrics.

Versatile

Data report-out options are available. Self-report data can be compared to an average score of all those providing feedback, and/or feedback can be split out by boss, peer, and direct reports. In addition, the norm base used for percentile comparisons can be selected. Results can be compared to the entire norm base, a select industry group, and/or organizational level.

The Complete System

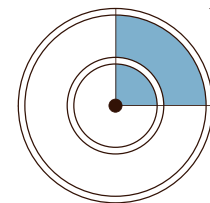
The Leadership Circle Profile is the most complete system for enhancing leadership, organizational assessment, feedback, and development that is available today.

The Leadership Circle Profile



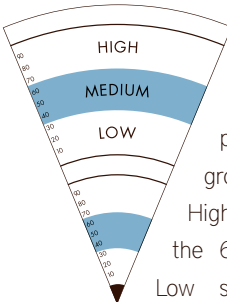
TO UNDERSTAND THE LAYOUT OF THE PROFILE GRAPHIC, READ STEPS 1 THROUGH 4.

1 Circle Within a Circle



The outer circle displays the results for each of the 29 dimensions measured by TLCP. The inner circle dimension summarizes the outer circle dimension into 8 summary scores for the dimensions in the outer circle. The definitions of all these dimensions are found on pages 8 and 9. The location of dimensions within the circle illustrates the relationship between dimensions. Adjacent dimensions describe similar behavior patterns that are positively correlated. Dimensions on opposite sides of the circle are opposing behavior patterns and are inversely correlated.

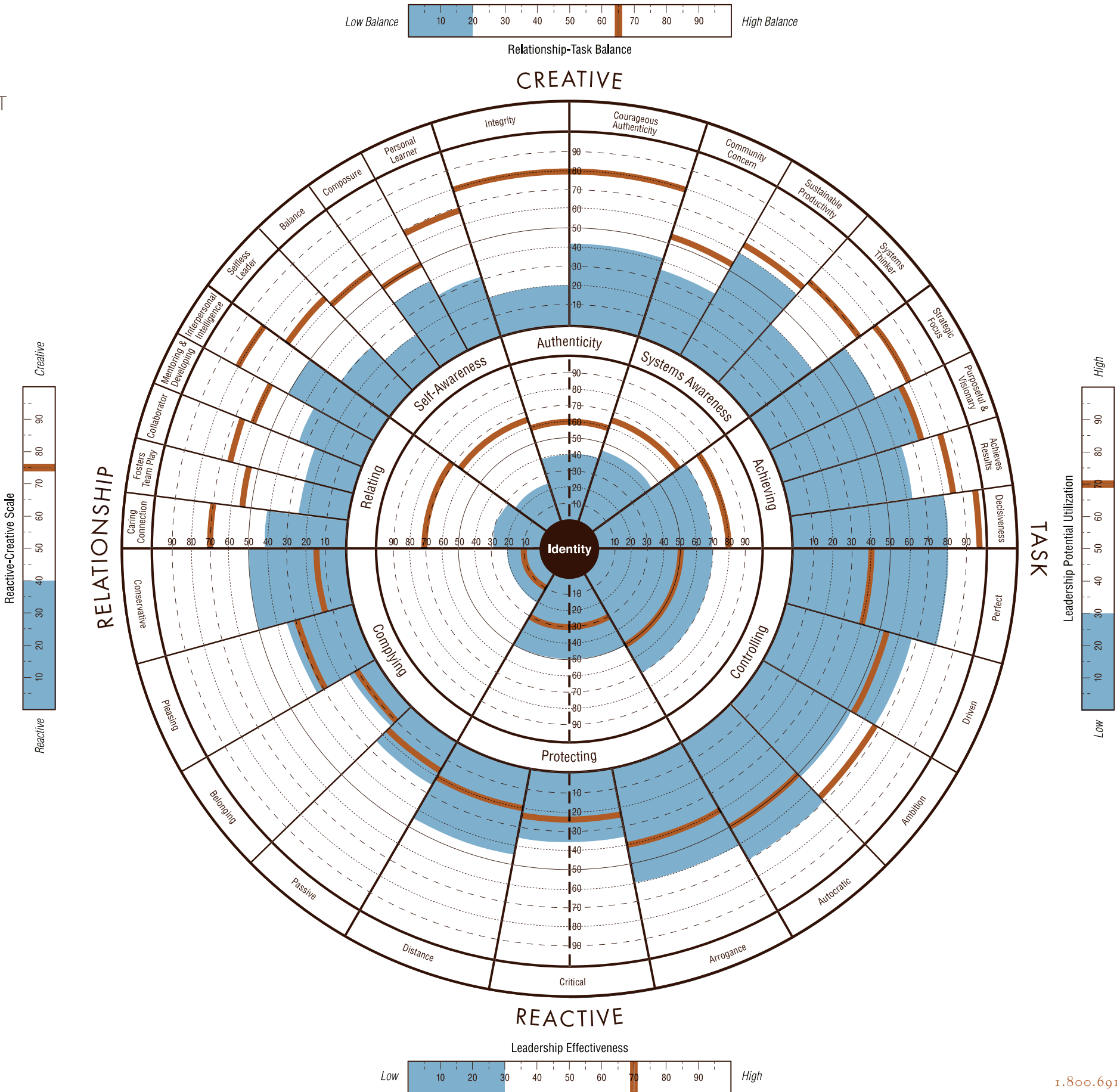
2 Percentile Scores 2



All scores are displayed as percentile scores compared to an ever-growing norm base. High scores are beyond the 67th percentile. Low scores are centile below the 33rd percentile.

3 Key

Self Assessment 
Other's Assessment 



4 Summary Dimensions

In addition to all the dimensions displayed in the inner and outer circle, the rectangular scales located around the circle are intended to bring everything together. They provide useful 'bottom-line' measures of key patterns within the data.

Reactive-Creative Scale reflects the degree of balance between the Creative dimensions and the Reactive dimensions. The percentile score here gives the leader a sense of how s/he compares to other leaders with respect to the amount of energy s/he puts into Reactive versus Creative behavior. It suggests the degree to which his/her leadership, relationships, and goal oriented behavior come out of a Creative or Reactive orientation. It also suggests the degree to which his/her self-concept and inner motivation come from within or are determined by external expectations, rules, or conditions.

Relationship-Task Balance measures the degree of balance between the achievement competencies and the relationship competencies. Good balance results in high percentile scores.

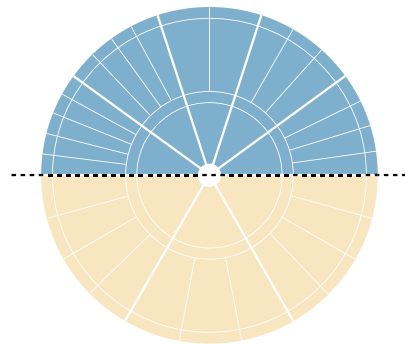
Leadership Potential Utilization is a bottom line measure. It looks at all the dimensions measured above and compares that overall score to other leaders who have taken this survey. It sorts through all the high and low scores to answer the question, "So, in the end, how am I doing?"

Leadership Effectiveness measures the leader's overall effectiveness. It is an outcome research scale and has been shown to be solidly correlated to business outcomes. It gives the leader an overall measure of how all of the above is translating into perceived effectiveness.



THE CREATIVE LEADERSHIP COMPETENCIES

The top half of the circle maps **Creative Competencies** that contribute to a leader's effectiveness. They measure key leadership behavior and internal assumptions that lead to high fulfillment, high achievement leadership. They are as follows:



>> **RELATING** summary dimension measures the leader's capability to relate to others in a way that brings out the best in people, groups and organizations. It is composed of:

Caring Connection measures the leader's interest in and ability to form warm, caring relationships.

Fosters Team Play measures the leader's ability to foster high-performance teamwork among team members who report to him/her, across the organization, and within teams in which s/he participates.

Collaborator measures the extent to which the leader engages others in a manner that allows the parties involved to discover common ground.

Mentoring & Developing measures the leader's ability to develop others through mentoring, and maintaining growth-enhancing relationships.

Interpersonal Intelligence measures the interpersonal effectiveness with which the leader listens, engages in conflict and controversy, deals with the feelings of others, and manages his/her own feelings.

>> **SELF AWARENESS** summary dimension measures the leader's orientation to ongoing professional and personal development, as well as the degree to which inner self-awareness is expressed through high integrity leadership. It is composed of:

Selfless Leader measures the extent to which the leader pursues service over self-interest, where the need for credit and personal ambition is far less important than creating results—which serve a common good.

Balance measures the leader's ability to keep a healthy balance between business and family, activity and reflection, work and leisure—the tendency to be self-renewing, and handle the stress of life without losing the self.

Composure measures the leader's ability, in the midst of conflict and high-tension situations, to remain composed and centered, and to maintain a calm, focused perspective.

Personal Learner measures the degree to which the leader demonstrates a strong and active interest in learning and personal and professional growth. It measures the extent to which s/he actively and reflectively pursues growing in self-awareness, wisdom, knowledge, and insight.

>> **AUTHENTICITY** summary dimension measures the leader's capability to relate to others in an authentic, courageous and high integrity manner. It is composed of:

Integrity measures how well the leader adheres to the set of values and principles that s/he espouses; that is, how well s/he can be trusted to "walk his/her talk."

Courageous Authenticity measures the leader's willingness to take tough stands, bring up the "undiscussable" (risky issues the group avoids discussing), and openly deal with difficult relationship problems.

>> **SYSTEMS AWARENESS** summary dimension measures the degree to which the leader's awareness is focused on whole system improvement, productivity, and community welfare. It is composed of:

Community Concern measures the service orientation from which the leader leads. It measures the extent to which s/he links his/her legacy to service of community and global welfare.

Sustainable Productivity measures the leader's ability to achieve results in a way that maintains or enhances the overall long-term effectiveness of the organization. It measures how well s/he balances human/technical resources to sustain long-term high performance.

Systems Thinker measures the degree to which the leader thinks and acts from a whole system perspective as well as the extent to which s/he makes decisions in light of the long-term health of the whole system.

>> **ACHIEVING** summary dimension measures the extent to which the leader offers visionary, authentic, and high achievement leadership. It is composed of:

Strategic Focus measures the extent to which the leader thinks and plans rigorously and strategically to ensure that the organization will thrive in the near and long-term.

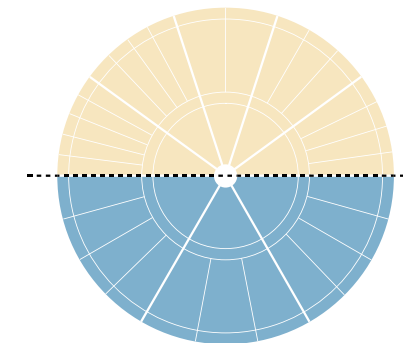
Purposeful & Visionary measures the extent to which the leader clearly communicates and models commitment to personal purpose and vision.

Achieves Results measures the degree to which the leader is goal directed and has a track record of goal achievement and high performance.

Decisiveness measures the leader's ability to make decisions on time, and the extent to which s/he is comfortable moving forward in uncertainty.

THE REACTIVE LEADERSHIP STYLES

The lower half of the circle maps self-limiting **Reactive Tendencies** and leadership behavior. The Reactive dimensions reflect inner beliefs and assumptions that limit effectiveness, authentic expression, and empowering leadership. They are as follows:



>> **PROTECTING** summary dimension measures the belief that the leader can protect himself/herself and establish a sense of worth through withdrawal, remaining distant, hidden, aloof, cynical, superior, and/or rational. It is composed of:

Arrogance measures the leader's tendency to project a large ego—behavior that is experienced as superior, egotistical, and self-centered.

Critical is a measure of the leader's tendency to take a critical, questioning, and somewhat cynical attitude.

Distance is a measure of the leader's tendency to establish a sense of personal worth and security through withdrawal, being superior and remaining aloof, emotionally distant, and above it all.

Conservative measures the extent to which the leader thinks and acts conservatively, follows procedure, and lives within the prescribed rules of the organization with which s/he is associated.

Pleasing measures the leader's need to seek others' support and approval in order to feel secure and worthwhile as a person. People with strong needs for approval tend to base their degree of self-worth on their ability to gain others' favor and confirmation. Belonging measures the leader's need to conform, follow the rules, and meet the expectations of those in authority. It measures the extent to which s/he goes along to get along, thereby compressing the full extent of his/her creative power into culturally acceptable boxes.

Passive measures the degree to which the leader gives away his/her power to others and to circumstances outside his/her control. It is a measure of the extent to which s/he believes that s/he is not the creator of his/her life experience, that his/her efforts do not make much difference, and that s/he lacks the power to create the future s/he wants.

>> **CONTROLLING** summary dimension measures the extent to which the leader establishes a sense of personal worth through task accomplishment and personal achievement. It is composed of:

Perfect is a measure of the leader's need to attain flawless results and perform to extremely high standards in order to feel secure and worthwhile as a person. Worth and security is equated with being perfect, performing constantly at heroic levels, and succeeding beyond all expectations.

Driven is a measure of the extent to which the leader is in overdrive. It is a measure of his/her belief that worth and security is tied to accomplishing a great deal through hard work. It measures his/her need to perform at a very high level in order to feel worthwhile as a person. A good work ethic is a of this style, provided that the leader keeps things in balance and is able to balance helping others achieve with his/her own achievement.

Ambition measures the extent to which the leader needs to get ahead, move up in the organization, and be better than others. Ambition is a powerful motivator. This scale assesses if that motivation is positive—furthering progress—or negative—overly self-centered and competitive.

Autocratic measures the leader's tendency to be forceful, aggressive and controlling. It measures the extent to which s/he equates self-worth and security to being powerful, in control, strong, dominant, invulnerable, or on top. Worth is measured through comparison, that is, having more income, achieving a higher position, being seen as a most/more valuable contributor, gaining credit, or being promoted.

By shining a light on the underlying **thinking patterns** that drive their current behavior, clients have access to **new choices** and possibilities.



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changing business.
transforming lives.

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