



Discovery LINO to Leadership Strategy Report

NOTE: These are clips of parts of the Introductory Report – this is not the full report. The introductory report includes only three of the five sciences.

This report is a great summary of all of the information found in the LINO to Leadership Strategy. In this first section you see quick summaries of each Leadership Style, then in the second section you see a basic recipe for each style with calculated rankings for each ingredient, and then in the third section you see the calculated ranking of each Leadership Style. As you can clearly see in the report Samantha's top rated Leadership Style is Pacesetting, and the bottom ranking is the Affiliative Style.

Of course the specific area Samantha needs to focus on would really depend on what her current leadership position demands for success. If her position requires a Pacesetting leader, this would be great for her. However, if her position required a mixture of a Visionary and a Pacesetting leader, we would know where to start with her leadership development.

LINO to Leadership Strategy Report Leadership Styles Recipes

Leadership Styles	Visionary	Coaching	Affiliative	Democratic	Pacesetting	Commanding
Leadership Style Example	Let's work together toward shared dreams	How can I help you to succeed?	Let's do whatever is best for everyone	Let's work together to succeed	Do as I do - ASAP	Do it because I said so
Leader's Methods	Vision & Purpose to help move team to them, but not how to get there. Clarity, sets standard of performance feedback that revolves around vision.	Develop & Supportive to help others succeed	Builds teamwork, harmony, emotional bonds, input, listen	Consensus builder. Seek input, democratic decision making	Sets high standards, expectations, standards, targets	Demands compliance - NOW
Best Uses	Team requires new vision or clear direction forward	To help individuals and the team to improve and strategically succeed	To lift team spirit and motivation during times of stress	To develop consensus, or acceptance. Valued input from team members	Quick results from experienced and motivated team	Start up, new projects, inexperienced team
Culture Impact	Excitement, Positive Feelings, Shared Goals - Vision - Purpose. Can be Transformational. Strongest positive resonance out of the 6 styles	Appreciative, Confidence,	Team, Cooperation, positive	Team, Part of Solution, Positive	Can be positive, high energy, deadlines	Negative, high stress, ruled over
Weighted Most Important & Less 	Capabilities Recipe	Capabilities Recipe	Capabilities Recipe	Capabilities Recipe	Capabilities Recipe	Capabilities Recipe
	Empathy	Developing Others	Teamwork & Collaboration	Teamwork & Collaboration	Achievement	Influence
	15	2	12	12	1	7
	Inspiration	Emotional Self Awareness	Empathy	Conflict Management	Initiative	Achievement
	6	18	15	9	4	1
	Self Confidence	Empathy	Conflict Management	Influence	Absence of or Low Level of Empathy	Emotional Self Control
	13	15	9	7	6	8
	Change			Empathy	Absence of or Low Level of Self Awareness	Absence of or Low Level of Self Awareness
	14			15	6	10
	Transparency				Absence of or Low Level of Collaboration	Absence of or Low Level of Empathy
10				12	15	
				Absence of or Low Level of Emotional Self Management		
				8		
Leadership Style Ranking (Based Only on Capabilities Rankings)	4	5	6	3	1	2

This report also shows each of the ingredients in the assessment used to develop the LINO to Leadership Report, and the power of each one developed in an algorithm. In this clip it shows the Behaviors break down. All of the sciences are done the same way providing you with a thorough understanding of what gaps and strengths you have in great detail so you do not have to wonder about your strengths and gaps.

LINO to Leadership Assessment Recipes						
	Visionary Behaviors	Coaching Behaviors	Affiliative Behaviors	Democratic Behaviors	Pacesetting Behaviors	Commanding Behaviors
Analysis					27	27
Competitive	-9				-9	-9
Consistent	21	21			21	21
Customer-oriented	1	1	1			
Following Policy		18			18	18
Frequent Change				-17		
Interaction	-20	-20	-20	-20		
Organized Workplace					29	29
People-oriented	-5	-5	-5	-5		
Persistence	22	22			22	22
Urgency					-14	-14
Versatile	-17	-17	-17	-17		

The report does a good job providing different views of your strengths and gaps. In this chart you will see how Samantha ranks in each of the four Leadership Domains, as well as the eighteen Leadership Capabilities that make up the domains. Again, with a chart like this you do not have to guess what your strengths and gaps are in the areas that make up leadership.

For example, as a coach I can tell Samantha that her biggest strength is in Self-Management, and her biggest gap is in Self-Awareness. I know our first focus for development would be in the capability areas of Emotional Self Awareness and Accurate Self-assessment.

Leadership Domains	Leadership Capabilities	Ranking
Self Awareness	Emotional Self Awareness	18
	Accurate Self Assessment	17
	Self Confidence	8
Self Management	Emotional Self Control	13
	Transparency	10
	Adaptability	5
	Achievement	1
	Initiative	4
	Optimism	16
Social Awareness	Empathy	15
	Organizational Awareness	11
	Service	3
Relationship Management	Inspiration (Of Others)	6
	Influence (Of Others)	7
	Developing Others	2
	Change Catalyst	14
	Conflict Management	9
	Teamwork and Comradery	12

