



Discovery Visionary Report

To give you a better understanding of the level of detail we provide in our Leadership Development, we provide you a glimpse into one of the reports for the six leadership styles - the Visionary Style (in the full Leadership Report there are 5 other leadership style reports with each report from 10 to over 20 pages in length). Since each Leadership Style is critical to understand during leadership development, these six Leadership Reports are designed to provide you the information you need to clearly see your strengths and gaps in each style.

Your introductory report is around 14 pages long and provides you all of the information the full Visionary report gives for three of the five sciences. The sciences not provided in the introductory version are the sciences of Acumen and the 25 Capabilities. The full report is over 20 pages long.

This example below shows only a few clips out of the introductory report, but it should give you a better understanding of what you would get.

Visionary Leader Report

(Introductory Version)

Report Developed Specifically For

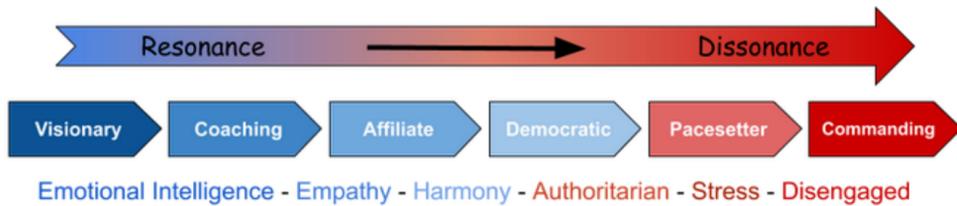
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Resonance to Dissonance

The visionary leader is the leadership style which will generally lead to the highest resonance for a team.



The Visionary leadership style provides the highest level of resonance which can result in transformational leadership of an organization. As the book Primal Leadership states, "Of the six leadership styles, our research suggests that overall, this visionary approach is most effective. By continually reminding people of the larger purpose of their work, the visionary leader lends a grand meaning to otherwise workaday, mundane tasks. Workers understand the shared objectives as being in synch with their own best interests. The result: inspired work."

We want you to learn our assessment, development tools and processes by first focusing your attention on the most powerful leadership style available to a leader. This may not be the style required for your leadership mission presently, but you will learn why this is an important style to have in your leadership repertoire throughout your future as a leader.

Summary

A Visionary Leader drives emotional climate upward and transforms the spirit of the organization at many levels. The Visionary Leader articulates where a group is going, but not how it will get there - setting people

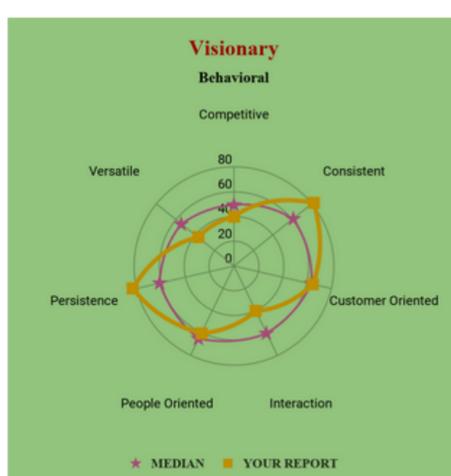
As the example below shows, each science is summarized with the most important points and then provide your assessment results so you can readily see your strengths and gaps. Different types of graphs are used to graphically display the information to provide you better understanding. The first graph you see is a spider graph, and then the second is a table graph.

Behavior Components of a Visionary Leader

There are seven behaviors we consider most important to a Visionary Leader - they are listed and defined below:

- **Competitive:** Want to win or gain an advantage
- **Consistent:** Perform predictably in repetitive situations
- **Customer-Oriented:** Identify and fulfill customer expectations
- **Interaction:** Frequently engage and communicate with others
- **People-Oriented:** Build rapport with a wide range of individuals
- **Persistence:** Finish tasks despite challenges or resistance
- **Versatile:** Adapt to various situations with ease

Shown below are the most prominent behaviors found in Visionary Leadership presented in a spider graph. The gold line is your assessment results, and the purple line is the median of all people who have taken the assessment. When viewing this chart you want to focus on your strengths and gaps. Your strengths will be where your gold line goes higher than the purple mean line. Your gaps can be found where your gold line goes below the purple line. When your gold line and the median line nearly meet, this will indicate that your results were very close to the median point (being at, or near, the median indicates average, therefore being around the median is not necessarily a good thing). When you are near the median, it is suggested you consider this as a gap, but not a very strong gap. (Please view "How to Read a Spider Graph" to gain a better understanding) When you meet with your Leadership Coach they will assist you to better understand all of the information provided by this graph.



Another graph that may help you discover your strengths and gaps is this chart. Here you can clearly see all of the numerical information found in your assessment, and the calculated "Difference". The reds (dark red and light red) are definite gaps that need to be considered. The orange indicates your assessment was very close to the median for that behavior with the orange indicating caution. The greens (dark green and light green) are indicating good to strong performance in these behaviors. The numbers in each "Difference" is the calculated numerical difference from mean.

Visionary Behaviors	MEDIAN	YOUR REPORT	Difference
Competitive	49	40	-9
Consistent	61	82	21
Customer Oriented	64	65	1
Interaction	60	40	-20
People Oriented	65	60	-5
Persistence	61	83	22
Versatile	54	37	-17

Another method used in the reports to help you understand the assessment results is a simple dial chart graphically showing your overall rating clearly indicating your level of development. Also provided in some of the categories are actual specific commentary from the assessment about you. In the second paragraph below you can see what the report said about Samantha's Social Awareness.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. Everyone is in their own unique emotional state every day, which can affect their work and how they relate with others. Because of this, working on Social Awareness can improve your own work and interactions. Just as you can practice taking your own emotional temperature throughout the day, you can make a point of becoming more observant of others' feelings too. Leaders with EQ know that Social Awareness creates 90% of the impact through listening and engagement, even when no definitive outcome or action item is reached. View each person you come in contact with as a person that you have the ability to inspire, listen to, learn from and motivate. Managing emotions effectively is determined by how quickly you can think clearly again after a bad interaction. The challenge is not physical or intellectual, it is emotional.



Additional Comments Found in the Assessment About Social Awareness: Samantha is able to work with others but at times will need help understanding their emotional needs. When Samantha holds a strong opinion, she may have trouble understanding others' perspectives. Others may not always feel that Samantha understands them. She generally recognizes when she has offended someone but doesn't always understand why she was offensive. Samantha may have trouble understanding the viewpoints of others who are not like her. She can be thoughtful and understanding, but may not come across this way to others.

