



Report sections

- 1) Summary Profile:** Shows the average score from all of your 360° evaluators for LSP indicators that reflect leadership capabilities, management capabilities, and leadership potential.
- 2) Self vs Others Ratings:** An overview of differences between your self-assessment and the average ratings from your survey respondents for each of the LSP dimensions.
- 3) LSP Dimensions - Summary by Respondent Group:** The average ratings from each respondent group for each dimension of the LSP. You may wish to note any significant differences or similarities between respondent group ratings, any respondent group that consistently rates higher or lower than other groups, and how your self-assessment compares with other respondent groups.
- 4) Summary Ratings for LSP Capabilities:** The self and combined respondent ratings for each of the 16 leadership capabilities that contribute to the LSP.
- 5) Capability Strengths:** The highest rated statements from your respondents. The LSP Capability that each statement is derived from is also displayed, providing you with an idea of your general areas of strength.
- 6) Development Opportunities:** The lowest rated statements from your respondents. The LSP Capability that each statement is derived from is also displayed, providing you with an idea of your general areas where there are development opportunities.
- 7) Hidden Strengths:** A comparison of the statements with the largest positive difference between your self-assessment and the combined ratings from other respondents. This may help you identify unrecognised talents and calibrate your self-evaluations.
- 8) Blind Spots:** A comparison of the statements with the largest negative difference between your self-assessment and the combined ratings from other respondents. This may help you to “see yourself as others see you” and to identify areas where you may be overestimating your ability.
- 9) Capability Analysis by Respondent Group:** The average rating for each respondent group for each capability of the LSP. You may wish to note any significant differences or similarities between respondent group ratings, any respondent group that consistently rates higher or lower than other groups, and how your self-assessment compares with other respondent groups.
- 10) Statement Analysis by LSP Capability:** Each LSP capability has a set of statements that provide an indication of how frequently the associated behaviour, skill, or attribute is exhibited. This section shows the combined ratings from all respondents (excluding yourself) for each statement and is arranged by LSP dimension and capability.
- 11) Respondent Comments:** Presents the comments provided by survey respondents. Respondents were asked to identify your three key leadership strengths and the three areas where you would most benefit from further development. They were also provided with an opportunity to add any further observations about your leadership.

Rating Scale

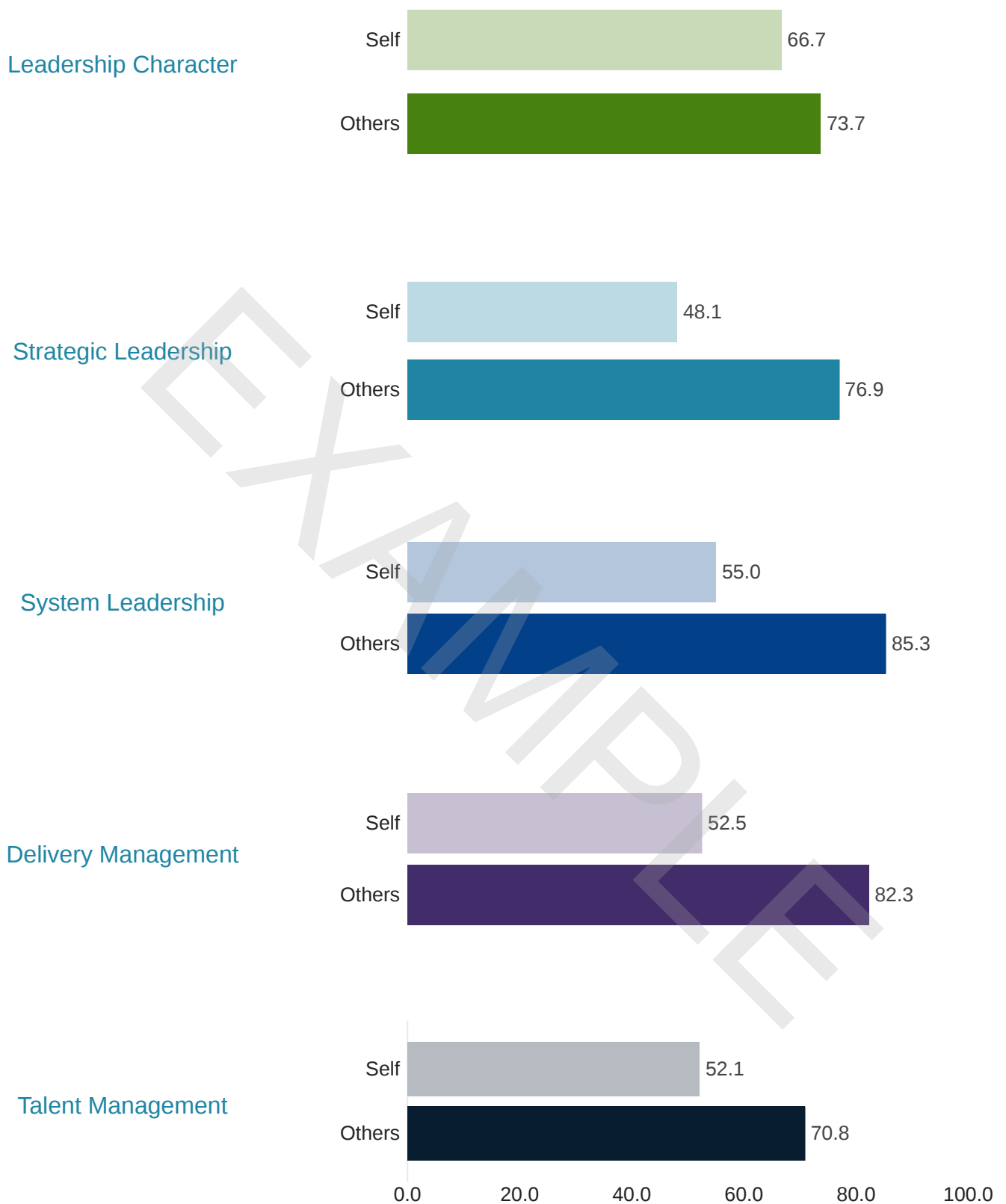
Your survey respondents were asked to rate how frequently they observed you carrying out the action, behaviour or activity described by each statement presented in the survey. Each statement is aligned to one of the LSP capability areas. The table below presents the survey rating scale, the survey rating descriptors and the percentage conversion used in this report.

Rating scale	Descriptors	% Conversion
1	Never	0%
2	Rarely	25%
3	Sometimes	50%
4	Often	75%
5	Always	100%
-	Do not know	Not included

Respondent statistics

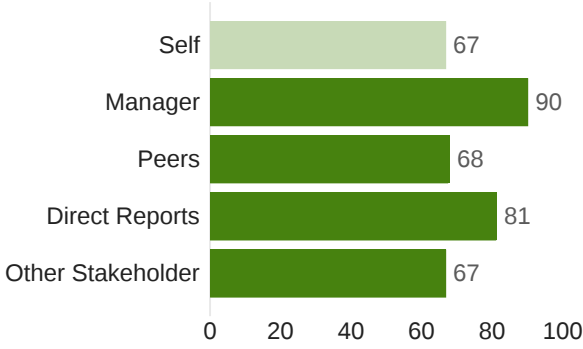
Group	Completed responses	% complete
Direct Report	3/3	100%
Manager	1/1	100%
Other Stakeholder	3/3	100%
Peer	3/3	100%

2. Self vs Others Ratings for LSP Dimensions

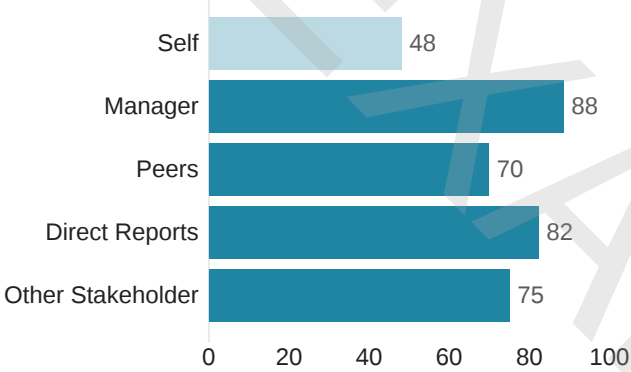


3. LSP Dimensions - Summary by respondent group

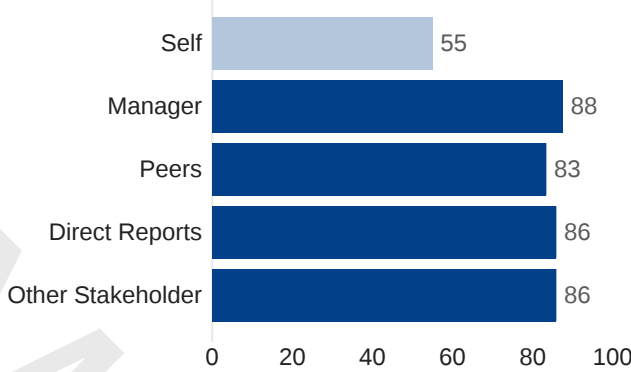
Leadership Character



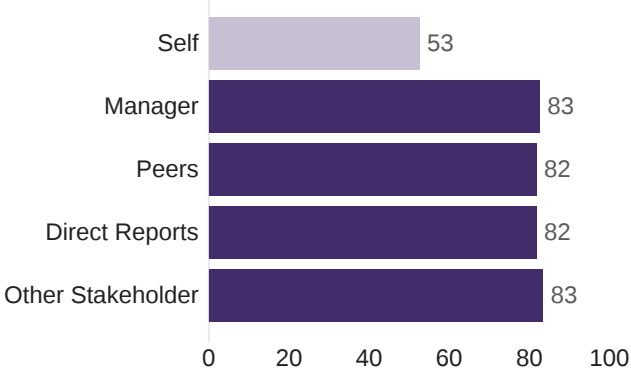
Strategic Leadership



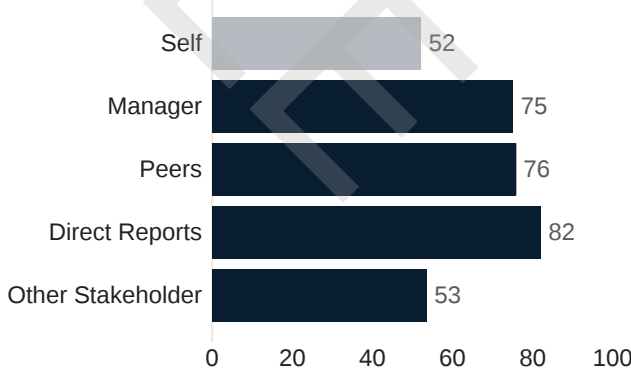
System Leadership



Delivery Management



Talent Management

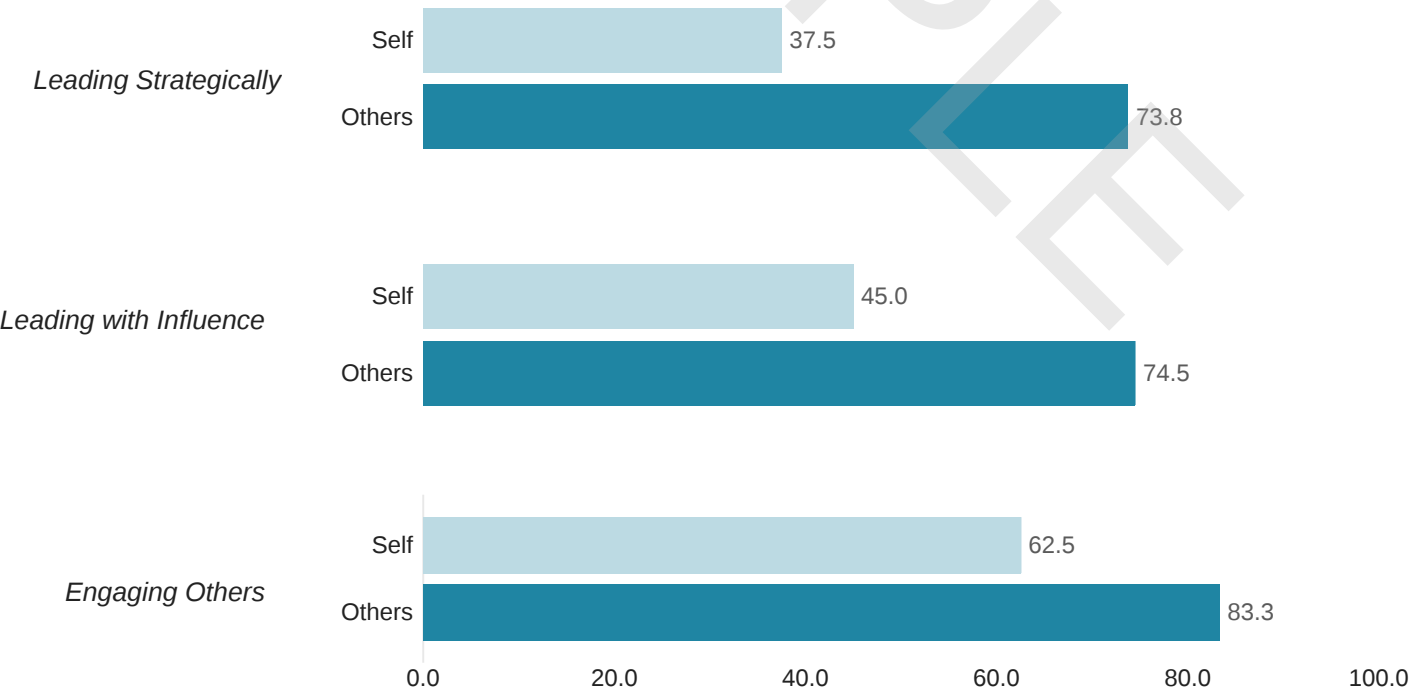


4. Summary Ratings for LSP Capabilities

Leadership Character



Strategic Leadership



5. Capability Strengths

Highest rated statements

Rank	Capability	Item	Average
1	Self-Aware & Agile	5.15 Takes action to strengthen their leadership capability	97.5
2	Achieving through Others	3.10 Monitors performance and tracks progress across their area of responsibility	92.5
3	Achieving through Others	3.9 Provides the right amount of oversight to each of their direct reports	90.0
4	Resilient	5.9 Displays resilience and stays committed following disappointment, rejections or setbacks	87.5
4	Self-Aware & Agile	5.14 Responds to feedback in an approachable and receptive manner	87.5
4	Self-Aware & Agile	5.13 Adapts their approach to different situations and people	87.5
4	Achieving through Others	3.8 Empowers staff to use their judgement in how they complete their work	87.5
4	Managing Work Priorities	3.4 Manages their time effectively and meets deadlines	87.5
4	Leading Strategically	1.4 Creates robust and credible plans to translate strategy into action	87.5
4	Engaging Others	1.13 Is diplomatic and tactful when interacting with others	87.5

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No data available

Self-reflection

What do you most enjoy doing at work? How is this reflected in your strengths?

How can you leverage these strengths to be more effective as a leader?

Are there any strengths you want to develop?

6. Development Opportunities

No data available

Lowest rated statements

Rank	Capability	Item	Average
1	Curious	5.1 Asks questions to draw out others' thinking and perspectives	50.0
2	Curious	5.2 Proactively seeks out a broad range of views and options when considering solutions to issues	55.0
3	Enhancing People Performance	4.1 Provides the information people need to know to do their jobs effectively	57.5
3	Curious	5.3 Displays openness to new ideas and actively considers novel approaches to problems	57.5
4	Enhancing People Performance	4.2 Uses a range of strategies to encourage high performance and get the best out of people	60.0
5	Leading Strategically	1.1 Shows strong strategic thinking skills (e.g is comfortable with ambiguity, sees the big picture and views issues from multiple perspectives)	65.0
5	Leading with Influence	1.7 Generates commitment from others without having to rely on formal authority	65.0
5	Self-Aware & Agile	5.12 Is aware of their impact on others	65.0
5	Curious	5.4 Applies strong analytical skills to develop optimum solutions and ensure decisions are robust	65.0
6	Leading Strategically	1.2 Works with others to build a vision of the future for their team or organisation	67.5

Self-reflection

Thinking about your current role, list the three development opportunities that are a priority for you:

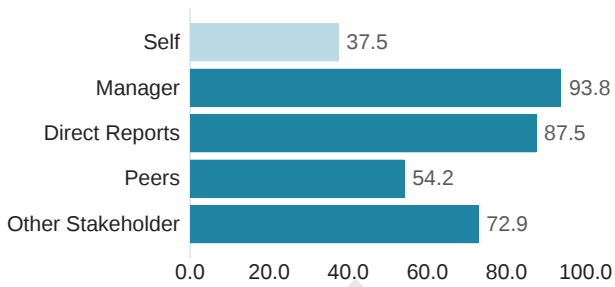
What support would help you develop in these priority areas?

How would you know you are making progress?

9. Capability Analysis by Respondent Group

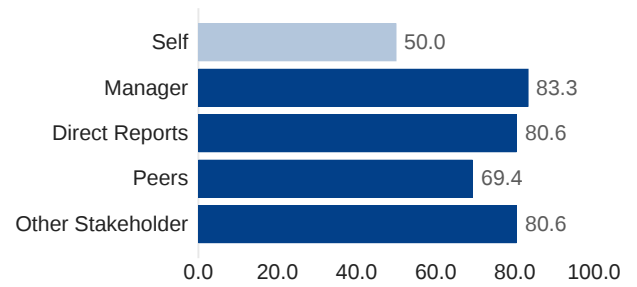
Dimension: Strategic Leadership

Leading Strategically

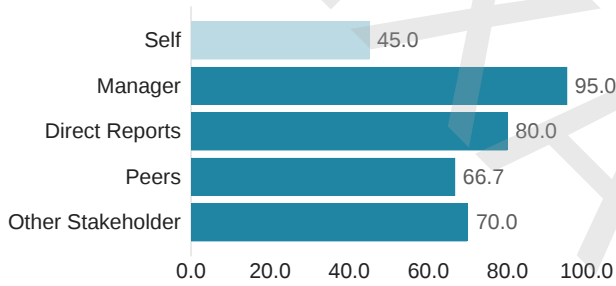


Dimension: System Leadership

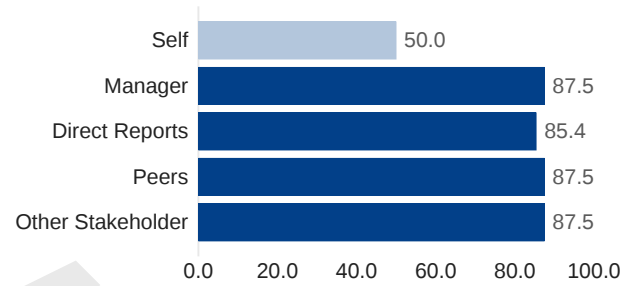
Enhancing Organisational Performance



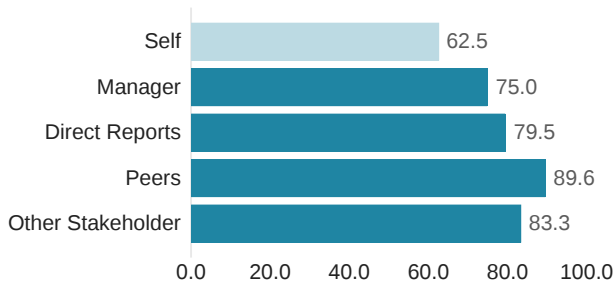
Leading with Influence



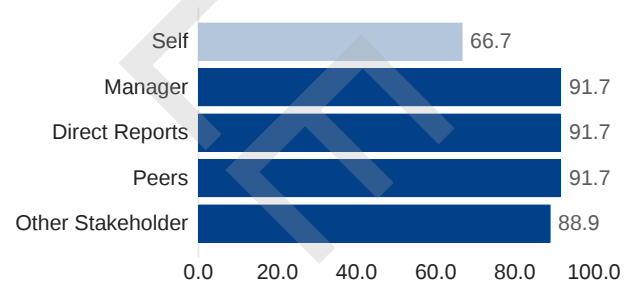
Enhancing System Performance



Engaging Others



Leading at the Political Interface



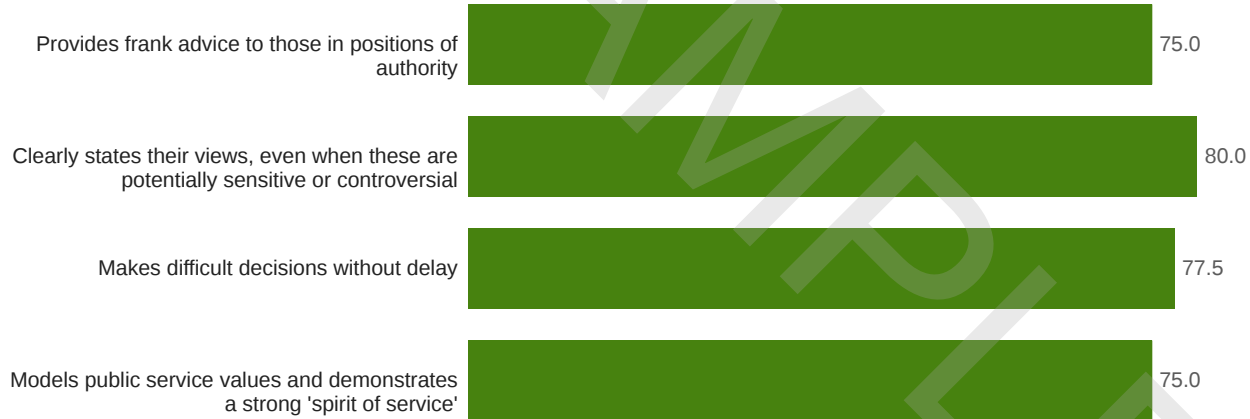
10. Statement Analysis by LSP Capability (cont)

Dimension: Leadership Character

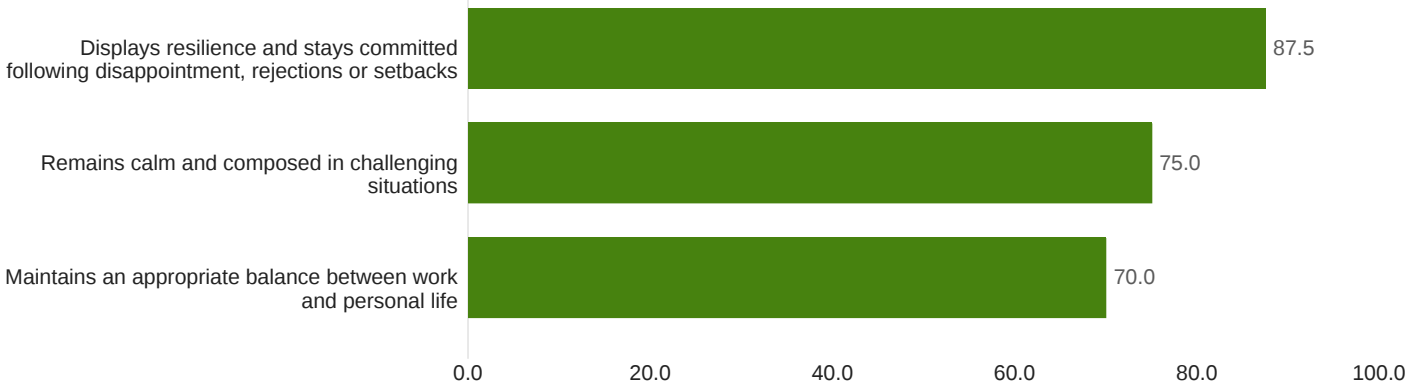
Self-Aware & Agile



Honest & Courageous



Resilient



11. Respondent Comments

Standout Leadership Strengths

Manager

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Direct Report

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Peer

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Other Stakeholder

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