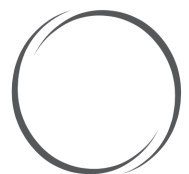




Angela Bigsby
The Leadership Circle Self Assessment Report
2018-09-25



The Leadership Circle™

The Leadership Circle Self Assessment Report

Angela Bigsby

2018-09-25

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.28	-	-	-	-	-	-
Self-Awareness	3.83	-	-	-	-	-	-
Authenticity	4.17	-	-	-	-	-	-
Systems Awareness	3.62	-	-	-	-	-	-
Achieving	3.94	-	-	-	-	-	-
Controlling	2.73	-	-	-	-	-	-
Protecting	2.17	-	-	-	-	-	-
Complying	2.25	-	-	-	-	-	-
Leadership Effectiveness	2.95	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

The Leadership Circle Self Assessment Report

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Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	79 %	-	-	-	-	-	-
Self-Awareness	52 %	-	-	-	-	-	-
Authenticity	53 %	-	-	-	-	-	-
Systems Awareness	39 %	-	-	-	-	-	-
Achieving	49 %	-	-	-	-	-	-
Controlling	61 %	-	-	-	-	-	-
Protecting	49 %	-	-	-	-	-	-
Complying	45 %	-	-	-	-	-	-
Reactive-Creative Scale	54 %	-	-	-	-	-	-
Relationship-Task Balance	34 %	-	-	-	-	-	-
Leadership Potential Utilization	49 %	-	-	-	-	-	-
Leadership Effectiveness	10 %	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions

Angela Bigsby

2018-09-25	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Relating	79 %	-	-	-	-	-	-
Average Response	4.28	-	-	-	-	-	-
Caring Connection	75 %	-	-	-	-	-	-
Average Response	4.32	-	-	-	-	-	-
Fosters Team Play	72 %	-	-	-	-	-	-
Average Response	4.33	-	-	-	-	-	-
Collaborator	57 %	-	-	-	-	-	-
Average Response	4.02	-	-	-	-	-	-
Mentoring & Developing	76 %	-	-	-	-	-	-
Average Response	4.35	-	-	-	-	-	-
Interpersonal Intelligence	85 %	-	-	-	-	-	-
Average Response	4.36	-	-	-	-	-	-
Self-Awareness	52 %	-	-	-	-	-	-
Average Response	3.83	-	-	-	-	-	-
Selfless Leader	14 %	-	-	-	-	-	-
Average Response	3.27	-	-	-	-	-	-
Balance	94 %	-	-	-	-	-	-
Average Response	4.50	-	-	-	-	-	-
Composure	79 %	-	-	-	-	-	-
Average Response	4.39	-	-	-	-	-	-
Personal Learner	8 %	-	-	-	-	-	-
Average Response	3.48	-	-	-	-	-	-
Authenticity	53 %	-	-	-	-	-	-
Average Response	4.17	-	-	-	-	-	-
Integrity	45 %	-	-	-	-	-	-
Average Response	4.19	-	-	-	-	-	-
Courageous Authenticity	66 %	-	-	-	-	-	-
Average Response	4.14	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions

Relating

Caring Connection

I connect deeply with others.
I form warm and caring relationships.
I am compassionate.

Fosters Team Play

I create a positive climate that supports people doing their best.
I share leadership.
I promote high levels of teamwork through my leadership style.

Collaborator

I negotiate for the best interest of both parties.
I work to find common ground.
I create common ground for agreement.

Mentoring & Developing

I help direct reports create development plans.
I help people learn, improve, and change.
I provide feedback focused on professional growth.
I am a people builder/developer.

Interpersonal Intelligence

I display a high degree of skill in resolving conflict.
I take responsibility for my part of relationship problems.
I directly address issues that get in the way of team performance.
I listen openly to criticism and ask questions to further understand.
In a conflict, I accurately restate the opinions of others.

Self-Awareness

Selfless Leader

I act with humility.
I get the job done with no need to attract attention to myself.
I lead in ways that others say, 'we did it ourselves.'
I am relatively uninterested in personal credit.
I take forthright action without needing recognition.

Balance

I find enough time for personal reflection.
I balance work and personal life.

Composure

I am composed under pressure.
I handle stress and pressure very well.
I am a calming influence in difficult situations.

Personal Learner

I personally search for meaning.
I investigate the deeper reality that lies behind events/circumstances.
I learn from mistakes.
I examine the assumptions that lay behind my actions.

Authenticity

Integrity

I lead in a manner that is completely aligned with my values.
I exhibit personal behavior consistent with my values.
I hold to my values during good and bad times.

Courageous Authenticity

I speak directly even on controversial issues.
I am courageous in meetings.
I surface the issues others are reluctant to talk about.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions (Continued)

Angela Bigsby

2018-09-25	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Systems Awareness	39 %	-	-	-	-	-	-
Average Response	3.62	-	-	-	-	-	-
Community Concern	33 %	-	-	-	-	-	-
Average Response	3.38	-	-	-	-	-	-
Sustainable Productivity	52 %	-	-	-	-	-	-
Average Response	3.99	-	-	-	-	-	-
Systems Thinker	33 %	-	-	-	-	-	-
Average Response	3.50	-	-	-	-	-	-
Achieving	49 %	-	-	-	-	-	-
Average Response	3.94	-	-	-	-	-	-
Strategic Focus	19 %	-	-	-	-	-	-
Average Response	3.50	-	-	-	-	-	-
Purposeful & Visionary	79 %	-	-	-	-	-	-
Average Response	4.26	-	-	-	-	-	-
Achieves Results	79 %	-	-	-	-	-	-
Average Response	4.50	-	-	-	-	-	-
Decisiveness	66 %	-	-	-	-	-	-
Average Response	4.32	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions (Continued)

Systems Awareness

Community Concern	<ul style="list-style-type: none">I attend to the long-term impact of strategic decisions on the community.I balance community welfare with short-term profitability.I live an ethic of service to others and the world.I stress the role of the organization as corporate citizen.I create vision that goes beyond the organization to include making a positive impact on the world.
Sustainable Productivity	<ul style="list-style-type: none">I balance 'bottom line' results with other organizational goals.I balance short-term results with long-term organizational health.I allocate resources appropriately so as not to use people up.
Systems Thinker	<ul style="list-style-type: none">I redesign the system to solve multiple problems simultaneously.I evolve organizational systems until they produce envisioned results.I reduce activities that waste resources.

Achieving

Strategic Focus	<ul style="list-style-type: none">I have a firm grasp of the market place dynamics.I provide strategic direction that is thoroughly thought through.I focus in quickly on the key issues.I accurately anticipate future consequences to current action.I see the integration between all parts of the system.I establish a strategic direction that helps the organization to thrive.I stay abreast of trends in the external environment that could impact the business currently and in the future.I integrate multiple streams of information into a coherent strategy.I am a gifted strategist.
Purposeful & Visionary	<ul style="list-style-type: none">I articulate a vision that creates alignment within the organization.I live and work with a deep sense of purpose.I communicate a compelling vision.I am a good role model for the vision I espouse.I provide strategic vision for the organization.I inspire others with vision.
Achieves Results	<ul style="list-style-type: none">I pursue results with drive and energy.I strive for continuous improvement.I am proficient at achieving high quality results on key initiatives.I am quick to seize opportunities upon noticing them.
Decisiveness	<ul style="list-style-type: none">I make the tough decisions when required.I am an efficient decision maker.I make decisions in a timely manner.

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Reactive Dimensions

Angela Bigsby

2018-09-25	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Controlling	61 %	-	-	-	-	-	-
Average Response	2.73	-	-	-	-	-	-
Perfect	16 %	-	-	-	-	-	-
Average Response	2.73	-	-	-	-	-	-
Driven	81 %	-	-	-	-	-	-
Average Response	4.14	-	-	-	-	-	-
Ambition	76 %	-	-	-	-	-	-
Average Response	3.34	-	-	-	-	-	-
Autocratic	52 %	-	-	-	-	-	-
Average Response	2.38	-	-	-	-	-	-
Protecting	49 %	-	-	-	-	-	-
Average Response	2.17	-	-	-	-	-	-
Arrogance	78 %	-	-	-	-	-	-
Average Response	2.68	-	-	-	-	-	-
Critical	28 %	-	-	-	-	-	-
Average Response	1.82	-	-	-	-	-	-
Distance	43 %	-	-	-	-	-	-
Average Response	2.07	-	-	-	-	-	-
Complying	45 %	-	-	-	-	-	-
Average Response	2.25	-	-	-	-	-	-
Passive	12 %	-	-	-	-	-	-
Average Response	1.35	-	-	-	-	-	-
Belonging	90 %	-	-	-	-	-	-
Average Response	3.28	-	-	-	-	-	-
Pleasing	47 %	-	-	-	-	-	-
Average Response	2.96	-	-	-	-	-	-
Conservative	72 %	-	-	-	-	-	-
Average Response	3.46	-	-	-	-	-	-

Questions Related to Each Dimension

Reactive Dimensions

Controlling

Perfect
I try to do everything perfectly well.
I am critical of myself when things don't go as well as expected.
I believe average is definitely not good enough.
I need to perform flawlessly.
I am a perfectionist.
I need to excel in every situation.
I expect extremely high standards of others.

Driven
I drive myself excessively hard.
I am a workaholic.
I try too hard to be the best at everything I take on.
I push myself too hard.

Ambition
I am aggressive.
I believe to feel good, one must constantly move up.
I believe winning is what really matters.
I am excessively ambitious.

Autocratic
I have to get my own way.
I tend to control others.
I am domineering.
I dictate rather than influence what others do.
I pursue results at the expense of people.

Protecting

Arrogance
I am self-centered.
I have too big of an ego.
I am arrogant.

Critical
I am sarcastic and/or cynical.
I am critical.
I hurt people's feelings.
I put people down.

Distance
I am emotionally distant.
I remain standoffish.
I am hard to get to know.
I am aloof.

Complying

Passive
I am wishy-washy in decision making.
I lack drive.
I lack passion.
I am passive.

Belonging
I am overly conservative.
I work too hard for others' acceptance.
I adopt others' points of view so as not to disappoint them.
I play it too safe.
I try too hard to conform to the group's rules/norms.
I try to please others by going along to get along.

Pleasing
I need to be accepted by others.
I need to be admired by others.
I worry about others' judgment.
I need the approval of others.

Conservative
I am conservative.
I follow conventional ways of doing things.
I conform to rules.

Sorted by Self Percentile

Angela Bigsby	Self Percentile	Evaluator Percentile
Dimensions		
Balance	94 %	-
Belonging	90 %	-
Interpersonal Intelligence	85 %	-
Driven	81 %	-
Achieves Results	79 %	-
Purposeful & Visionary	79 %	-
Composure	79 %	-
Arrogance	78 %	-
Ambition	76 %	-
Mentoring & Developing	76 %	-
Caring Connection	75 %	-
Conservative	72 %	-
Fosters Team Play	72 %	-
Decisiveness	66 %	-
Courageous Authenticity	66 %	-
Collaborator	57 %	-
Autocratic	52 %	-
Sustainable Productivity	52 %	-
Pleasing	47 %	-
Integrity	45 %	-
Distance	43 %	-
Systems Thinker	33 %	-
Community Concern	33 %	-
Critical	28 %	-
Strategic Focus	19 %	-
Perfect	16 %	-
Selfless Leader	14 %	-
Passive	12 %	-
Personal Learner	8 %	-
Summary Dimensions		
Relating	79 %	-
Controlling	61 %	-
Authenticity	53 %	-
Self-Awareness	52 %	-
Protecting	49 %	-
Achieving	49 %	-
Complying	45 %	-
Systems Awareness	39 %	-
Summary Measures		
Reactive-Creative Scale	54 %	-
Leadership Potential Utilization	49 %	-
Relationship-Task Balance	34 %	-
Leadership Effectiveness	10 %	-

Sorted by Evaluator Percentile

Angela Bigsby	Self Percentile	Evaluator Percentile
Dimensions		
Pleasing	47 %	-
Conservative	72 %	-
Passive	12 %	-
Belonging	90 %	-
Arrogance	78 %	-
Distance	43 %	-
Critical	28 %	-
Perfect	16 %	-
Ambition	76 %	-
Driven	81 %	-
Autocratic	52 %	-
Strategic Focus	19 %	-
Decisiveness	66 %	-
Achieves Results	79 %	-
Purposeful & Visionary	79 %	-
Sustainable Productivity	52 %	-
Systems Thinker	33 %	-
Community Concern	33 %	-
Integrity	45 %	-
Courageous Authenticity	66 %	-
Balance	94 %	-
Personal Learner	8 %	-
Selfless Leader	14 %	-
Composure	79 %	-
Collaborator	57 %	-
Mentoring & Developing	76 %	-
Caring Connection	75 %	-
Interpersonal Intelligence	85 %	-
Fosters Team Play	72 %	-
Summary Dimensions		
Complying	45 %	-
Protecting	49 %	-
Controlling	61 %	-
Achieving	49 %	-
Systems Awareness	39 %	-
Authenticity	53 %	-
Self-Awareness	52 %	-
Relating	79 %	-
Summary Measures		
Leadership Effectiveness	10 %	-
Leadership Potential Utilization	49 %	-
Relationship-Task Balance	34 %	-
Reactive-Creative Scale	54 %	-

