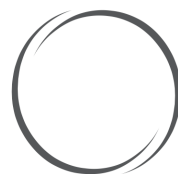




Florzaireth Da Silva

The Leadership Circle Self Assessment Report

2017-04-28



The Leadership Circle™

The Leadership Circle Self Assessment Report

Florzaireth Da Silva

2017-04-28

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	4.95	-	-	-	-	-	-
Self-Awareness	4.86	-	-	-	-	-	-
Authenticity	4.64	-	-	-	-	-	-
Systems Awareness	4.39	-	-	-	-	-	-
Achieving	4.88	-	-	-	-	-	-
Controlling	2.87	-	-	-	-	-	-
Protecting	1.85	-	-	-	-	-	-
Complying	2.22	-	-	-	-	-	-
Leadership Effectiveness	5.00	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

The Leadership Circle Self Assessment Report

Florzaireth Da Silva

2017-04-28

Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	100 %	-	-	-	-	-	-
Self-Awareness	100 %	-	-	-	-	-	-
Authenticity	91 %	-	-	-	-	-	-
Systems Awareness	94 %	-	-	-	-	-	-
Achieving	99 %	-	-	-	-	-	-
Controlling	69 %	-	-	-	-	-	-
Protecting	26 %	-	-	-	-	-	-
Complying	40 %	-	-	-	-	-	-
Reactive-Creative Scale	93 %	-	-	-	-	-	-
Relationship-Task Balance	92 %	-	-	-	-	-	-
Leadership Potential Utilization	94 %	-	-	-	-	-	-
Leadership Effectiveness	100 %	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions

Florzaireth Da Silva

04-28-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Relating	100 %	-	-	-	-	-	-
Average Response	4.95	-	-	-	-	-	-
Caring Connection	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Fosters Team Play	-	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Collaborator	97 %	-	-	-	-	-	-
Average Response	4.84	-	-	-	-	-	-
Mentoring & Developing	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Interpersonal Intelligence	99 %	-	-	-	-	-	-
Average Response	4.91	-	-	-	-	-	-
Self-Awareness	100 %	-	-	-	-	-	-
Average Response	4.86	-	-	-	-	-	-
Selfless Leader	95 %	-	-	-	-	-	-
Average Response	4.51	-	-	-	-	-	-
Balance	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Composure	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Personal Learner	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Authenticity	91 %	-	-	-	-	-	-
Average Response	4.64	-	-	-	-	-	-
Integrity	-	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Courageous Authenticity	63 %	-	-	-	-	-	-
Average Response	4.04	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions

Relating

Caring Connection	<p>I connect deeply with others.</p> <p>I form warm and caring relationships.</p> <p>I am compassionate.</p>
Fosters Team Play	<p>I create a positive climate that supports people doing their best.</p> <p>I share leadership.</p> <p>I promote high levels of teamwork through my leadership style.</p>
Collaborator	<p>I negotiate for the best interest of both parties.</p> <p>I work to find common ground.</p> <p>I create common ground for agreement.</p>
Mentoring & Developing	<p>I help direct reports create development plans.</p> <p>I help people learn, improve, and change.</p> <p>I provide feedback focused on professional growth.</p> <p>I am a people builder/developer.</p>
Interpersonal Intelligence	<p>I display a high degree of skill in resolving conflict.</p> <p>I take responsibility for my part of relationship problems.</p> <p>I directly address issues that get in the way of team performance.</p> <p>I listen openly to criticism and ask questions to further understand.</p> <p>In a conflict, I accurately restate the opinions of others.</p>

Self-Awareness

Selfless Leader	<p>I get the job done with no need to attract attention to myself.</p> <p>I lead in ways that others say, 'we did it ourselves.'</p> <p>I am relatively uninterested in personal credit.</p> <p>I act with humility.</p> <p>I take forthright action without needing recognition.</p>
Balance	<p>I find enough time for personal reflection.</p> <p>I balance work and personal life.</p>
Composure	<p>I am composed under pressure.</p> <p>I handle stress and pressure very well.</p> <p>I am a calming influence in difficult situations.</p>
Personal Learner	<p>I personally search for meaning.</p> <p>I investigate the deeper reality that lies behind events/circumstances.</p> <p>I learn from mistakes.</p> <p>I examine the assumptions that lay behind my actions.</p>

Authenticity

Integrity	<p>I lead in a manner that is completely aligned with my values.</p> <p>I exhibit personal behavior consistent with my values.</p> <p>I hold to my values during good and bad times.</p>
Courageous Authenticity	<p>I speak directly even on controversial issues.</p> <p>I am courageous in meetings.</p> <p>I surface the issues others are reluctant to talk about.</p>

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Creative Dimensions (Continued)

Florzaireth Da Silva

04-28-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Systems Awareness	94 %	-	-	-	-	-	-
Average Response	4.39	-	-	-	-	-	-
Community Concern	95 %	-	-	-	-	-	-
Average Response	4.57	-	-	-	-	-	-
Sustainable Productivity	68 %	-	-	-	-	-	-
Average Response	4.02	-	-	-	-	-	-
Systems Thinker	96 %	-	-	-	-	-	-
Average Response	4.60	-	-	-	-	-	-
Achieving	99 %	-	-	-	-	-	-
Average Response	4.88	-	-	-	-	-	-
Strategic Focus	99 %	-	-	-	-	-	-
Average Response	4.89	-	-	-	-	-	-
Purposeful & Visionary	99 %	-	-	-	-	-	-
Average Response	4.92	-	-	-	-	-	-
Achieves Results	91 %	-	-	-	-	-	-
Average Response	4.72	-	-	-	-	-	-
Decisiveness	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-

Questions Related to Each Dimension

Creative Dimensions (Continued)

Systems Awareness

Community Concern	<p>I attend to the long-term impact of strategic decisions on the community.</p> <p>I balance community welfare with short-term profitability.</p> <p>I live an ethic of service to others and the world.</p> <p>I stress the role of the organization as corporate citizen.</p> <p>I create vision that goes beyond the organization to include making a positive impact on the world.</p>
Sustainable Productivity	<p>I balance 'bottom line' results with other organizational goals.</p> <p>I balance short-term results with long-term organizational health.</p> <p>I allocate resources appropriately so as not to use people up.</p>
Systems Thinker	<p>I redesign the system to solve multiple problems simultaneously.</p> <p>I evolve organizational systems until they produce envisioned results.</p> <p>I reduce activities that waste resources.</p>

Achieving

Strategic Focus	<p>I have a firm grasp of the market place dynamics.</p> <p>I provide strategic direction that is thoroughly thought through.</p> <p>I focus in quickly on the key issues.</p> <p>I accurately anticipate future consequences to current action.</p> <p>I see the integration between all parts of the system.</p> <p>I establish a strategic direction that helps the organization to thrive.</p> <p>I stay abreast of trends in the external environment that could impact the business currently and in the future.</p> <p>I integrate multiple streams of information into a coherent strategy.</p> <p>I am a gifted strategist.</p>
Purposeful & Visionary	<p>I articulate a vision that creates alignment within the organization.</p> <p>I live and work with a deep sense of purpose.</p> <p>I communicate a compelling vision.</p> <p>I am a good role model for the vision I espouse.</p> <p>I provide strategic vision for the organization.</p> <p>I inspire others with vision.</p>
Achieves Results	<p>I pursue results with drive and energy.</p> <p>I strive for continuous improvement.</p> <p>I am proficient at achieving high quality results on key initiatives.</p> <p>I am quick to seize opportunities upon noticing them.</p>
Decisiveness	<p>I make the tough decisions when required.</p> <p>I am an efficient decision maker.</p> <p>I make decisions in a timely manner.</p>

THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

Reactive Dimensions

Florzaireth Da Silva

04-28-2017	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Controlling	69 %	-	-	-	-	-	-
Average Response	2.87	-	-	-	-	-	-
Perfect	52 %	-	-	-	-	-	-
Average Response	3.56	-	-	-	-	-	-
Driven	61 %	-	-	-	-	-	-
Average Response	3.73	-	-	-	-	-	-
Ambition	93 %	-	-	-	-	-	-
Average Response	3.98	-	-	-	-	-	-
Autocratic	53 %	-	-	-	-	-	-
Average Response	2.42	-	-	-	-	-	-
Protecting	26 %	-	-	-	-	-	-
Average Response	1.85	-	-	-	-	-	-
Arrogance	58 %	-	-	-	-	-	-
Average Response	2.32	-	-	-	-	-	-
Critical	0 %	-	-	-	-	-	-
Average Response	1.14	-	-	-	-	-	-
Distance	42 %	-	-	-	-	-	-
Average Response	2.04	-	-	-	-	-	-
Complying	40 %	-	-	-	-	-	-
Average Response	2.22	-	-	-	-	-	-
Passive	23 %	-	-	-	-	-	-
Average Response	1.57	-	-	-	-	-	-
Belonging	75 %	-	-	-	-	-	-
Average Response	2.94	-	-	-	-	-	-
Pleasing	28 %	-	-	-	-	-	-
Average Response	2.59	-	-	-	-	-	-
Conservative	100 %	-	-	-	-	-	-
Average Response	4.78	-	-	-	-	-	-

Questions Related to Each Dimension

Reactive Dimensions

Controlling

Perfect	<p>I try to do everything perfectly well.</p> <p>I am critical of myself when things don't go as well as expected.</p> <p>I believe average is definitely not good enough.</p> <p>I need to perform flawlessly.</p> <p>I am a perfectionist.</p> <p>I need to excel in every situation.</p> <p>I expect extremely high standards of others.</p>
Driven	<p>I drive myself excessively hard.</p> <p>I am a workaholic.</p> <p>I try too hard to be the best at everything I take on.</p> <p>I push myself too hard.</p>

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

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

Protecting

Arrogance	<p>I am self-centered.</p> <p>I have too big of an ego.</p> <p>I am arrogant.</p>
-----------	---

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

Distance	<p>I am emotionally distant.</p> <p>I remain standoffish.</p> <p>I am hard to get to know.</p> <p>I am aloof.</p>
----------	---

Complying

Passive	<p>I am wishy-washy in decision making.</p> <p>I lack drive.</p> <p>I lack passion.</p> <p>I am passive.</p>
---------	--

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

Pleasing	<p>I need to be accepted by others.</p> <p>I need to be admired by others.</p> <p>I worry about others' judgment.</p> <p>I need the approval of others.</p>
----------	---

Conservative	<p>I am conservative.</p> <p>I follow conventional ways of doing things.</p> <p>I conform to rules.</p>
--------------	---

Sorted by Self Percentile

Florzaireth Da Silva	Self Percentile	Evaluator Percentile
Dimensions		
Conservative	100 %	-
Strategic Focus	99 %	-
Purposeful & Visionary	99 %	-
Balance	99 %	-
Personal Learner	99 %	-
Interpersonal Intelligence	99 %	-
Decisiveness	98 %	-
Composure	98 %	-
Mentoring & Developing	98 %	-
Caring Connection	98 %	-
Collaborator	97 %	-
Systems Thinker	96 %	-
Community Concern	95 %	-
Selfless Leader	95 %	-
Ambition	93 %	-
Achieves Results	91 %	-
Belonging	75 %	-
Sustainable Productivity	68 %	-
Courageous Authenticity	63 %	-
Driven	61 %	-
Arrogance	58 %	-
Autocratic	53 %	-
Perfect	52 %	-
Distance	42 %	-
Pleasing	28 %	-
Passive	23 %	-
Critical	0 %	-
Integrity	-	-
Fosters Team Play	-	-
Summary Dimensions		
Self-Awareness	100 %	-
Relating	100 %	-
Achieving	99 %	-
Systems Awareness	94 %	-
Authenticity	91 %	-
Controlling	69 %	-
Complying	40 %	-
Protecting	26 %	-
Summary Measures		
Leadership Effectiveness	100 %	-
Leadership Potential Utilization	94 %	-
Reactive-Creative Scale	93 %	-
Relationship-Task Balance	92 %	-

Sorted by Evaluator Percentile

Florzaireth Da Silva	Self Percentile	Evaluator Percentile
Dimensions		
Pleasing	28 %	-
Conservative	100 %	-
Passive	23 %	-
Belonging	75 %	-
Arrogance	58 %	-
Distance	42 %	-
Critical	0 %	-
Perfect	52 %	-
Ambition	93 %	-
Driven	61 %	-
Autocratic	53 %	-
Strategic Focus	99 %	-
Decisiveness	98 %	-
Achieves Results	91 %	-
Purposeful & Visionary	99 %	-
Sustainable Productivity	68 %	-
Systems Thinker	96 %	-
Community Concern	95 %	-
Integrity	-	-
Courageous Authenticity	63 %	-
Balance	99 %	-
Personal Learner	99 %	-
Selfless Leader	95 %	-
Composure	98 %	-
Collaborator	97 %	-
Mentoring & Developing	98 %	-
Caring Connection	98 %	-
Interpersonal Intelligence	99 %	-
Fosters Team Play	-	-
Summary Dimensions		
Complying	40 %	-
Protecting	26 %	-
Controlling	69 %	-
Achieving	99 %	-
Systems Awareness	94 %	-
Authenticity	91 %	-
Self-Awareness	100 %	-
Relating	100 %	-
Summary Measures		
Leadership Effectiveness	100 %	-
Leadership Potential Utilization	94 %	-
Relationship-Task Balance	92 %	-
Reactive-Creative Scale	93 %	-

End of Florzaireth Da Silva's Report