



LeaderPOP™

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Create Report

LPOP# V4W1C6X58D46 for Sample Sample on August 10, 2022

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LEADERSHIP COMPETENCIES

1. Life-Long Learning

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

Strength

Growth Opportunity

2. Strategic Thinking

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

Strength

Growth Opportunity

3. Results Orientation

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

Strength

Growth Opportunity

4. Coaching

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

Strength

Growth Opportunity

5. Communicating

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

Strength

Growth Opportunity

6. Collaboration

| | | | | |
|---|---|---|---|---|
| | | | | |
| 5 | 4 | 3 | 2 | 1 |

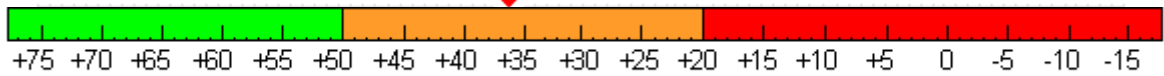
Strength

Growth Opportunity

SUMMARY OF SCALES

EP
36

ENTERPRISING POTENTIAL (EP)

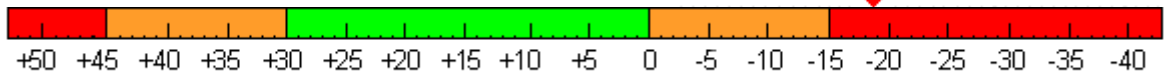


PROACTIVE

RESPONSIVE

AP
-19

ACHIEVEMENT POTENTIAL (AP)



\$ AND/OR CHALLENGE

PEOPLE AND SERVICE

SAFETY AND SECURITY

IP
-20

INDEPENDENCE POTENTIAL (IP)



VERY INDEPENDENT

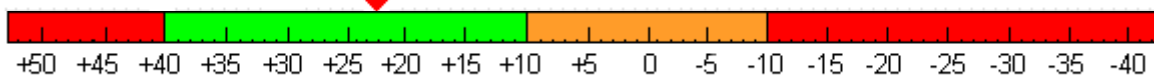
INDEPENDENCE-ORIENTED

TEAM-ORIENTED

VERY TEAM-ORIENTED

CWC
22

COMFORT WITH CONFLICT



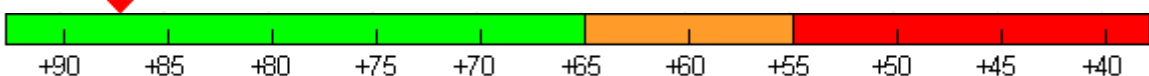
COMFORTABLE WITH CONFLICT

AVERAGE

AVOIDS CONFLICT

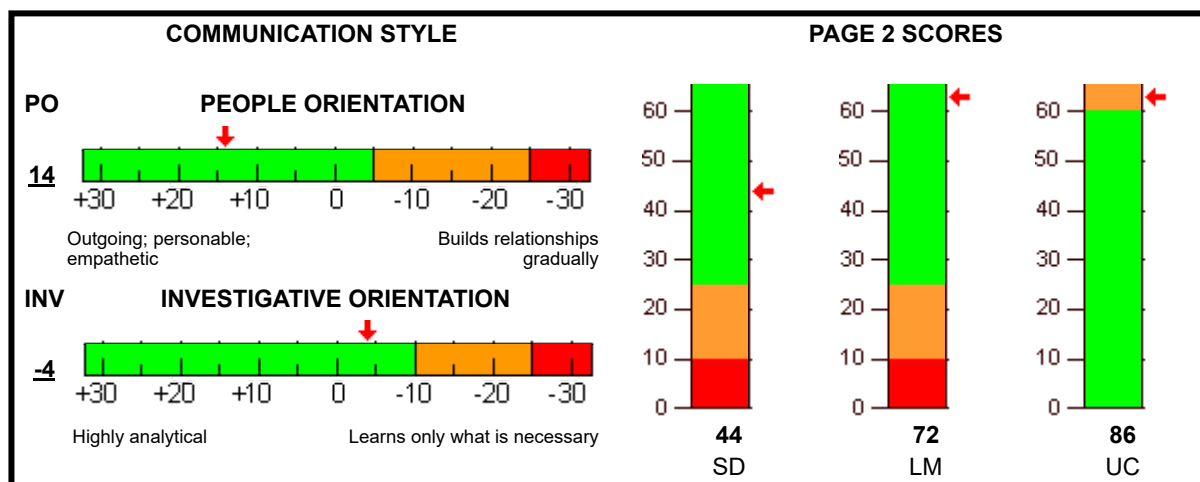
EQ
87

EMOTIONAL QUOTIENT



HIGH EMOTIONAL AWARENESS

RELIANCE ON NON-EMOTIONAL
INFORMATION



Responses from Opinions Section

| 1=Don't Agree At All | 2=Agree A Little | 3=Somewhat Agree | 4=Moderately Agree | 5=Definitely Agree |
|----------------------|------------------|------------------|--------------------|--------------------|
|----------------------|------------------|------------------|--------------------|--------------------|

1. I have never made a mistake (2)
2. I thrive under pressure (5)
3. I have little influence over my work environment (5)
4. Effort gets results (5)
5. I have never told a lie (5)
6. My work has no effect on my attitude (5)
7. My current job is quite satisfying (5)
8. Chance determines most things (5)
9. I would have difficulty integrating a demanding career into my lifestyle (1)
10. Things don't get me down (5)
11. I am often influenced by others (5)
12. I sometimes have difficulty completing important tasks (1)
13. I am reluctant to make decisions (1)
14. I am an underachiever (1)
15. I am good at most things that I try to do (5)
16. No one is ever rude to me (4)
17. I allow my attitude to negatively affect my performance (1)
18. People get the respect they deserve (5)
19. I generally have a very positive attitude toward work (5)
20. There is little opportunity for growth in my current job (4)
21. All my habits are good and desirable ones (5)
22. People's good qualities are seldom recognized (4)
23. I have never broken a rule (5)
24. Hard work brings success (5)
25. It is difficult to balance personal and professional demands (1)
26. I have never been late for work or for an appointment (5)
27. I find it very easy to 'wind down' (5)
28. Success is mostly luck (1)
29. Sometimes I have doubts about the whole course of my life (1)
30. Employees often influence company policies (5)
31. I usually feel very happy and content (5)
32. I am a confident person (5)
33. I am usually relaxed (5)
34. Regular habits are an important part of my success (5)
35. Promotions are seldom based on performance (5)
36. I create opportunities (5)
37. Mistakes are inevitable (1)
38. Most of my jobs have been quite stressful (1)
39. I have difficulty coping with daily job challenges (1)
40. I have never said anything unkind about anyone else (5)
41. The right decision can change things (5)
42. Most mistakes can be avoided (5)
43. I can concentrate on things over long periods of time (5)
44. Other people have interfered with my success (1)
45. I always have a good attitude (5)
46. It is impossible to change company procedures (1)
47. To be effective, I need to make several lifestyle changes (5)
48. I have never boasted or bragged (5)
49. A good plan can avoid mistakes (5)
50. I manage stress effectively (5)
51. Plans never work out (1)
52. I often avoid difficult tasks (1)
53. There is no such thing as luck (1)
54. I am comfortable with changes in technology (5)
55. Things happen mostly by accident (1)
56. Lifestyle demands have interfered with my career success (1)

SELECTION CONSIDERATIONS

Enterprising Potential (E.P.)

With this strength on the E.P. Scale he/she has strong potential for establishing effective daily habits and a strong sense of initiative. Given coaching opportunities to direct and fulfill his/her natural self-manager inclinations, he/she can become very capable at personal planning and time management. He/She is strongly oriented to investing a great amount of effort in daily business activities.

Achievement Potential (A.P.)

This is a very low score on the A.P. Scale. It warrants a caution even if there are other aspects of the profile which are seen as very positive. It is likely that an A.P. Scale score which is this weak cannot be compensated for except by a person who is almost fanatical in his/her devotion to the success of the project, or value of the initiative.

Independence Potential (I.P.)

This is a very low I.P. score. The individual will have a strong tendency towards developing dependency relationships. He/She wants, needs and will expect ongoing, detailed and involved support, essentially on a permanent basis. This person has a strong orientation toward being a team member and will likely have difficulty emerging as a strong leader. If this person can identify strongly with the company's objectives and with the particular purpose for his/her job, he/she could become a loyal, trustworthy and dedicated employee.

People Orientation (P.O.)

This is an acceptable result on the P.O. Scale. Generally a result like this has no bearing, either positive or negative, on selection recommendations.

Investigative Orientation (INV.)

This is an average to low average result on the INV. Scale. If he/she has successfully completed some development or learning program in the last few years, this will be an indication that he/she should be able to succeed at most coaching programs.

Comfort with Conflict (CWC)

Sample is relatively comfortable in situations where there is some conflict but would prefer a position where conflict was neither too intense nor a regular part of the environment. He/She will be suited to roles dealing with some conflict, particularly if the organization has coaching and strategies that will help resolve conflict.

Self-Directed (SD)

This result shows a better-than-average sense of self-confidence, and a belief that he/she is generally in control of much of his/her own life.

Lifestyle Management (LM)

This result reflects a tremendously strong sense of physical and psychological well-being, found in people who are physically fit and emotionally at peace.

Uncertainty Coefficient (UC)

Sample has an unusually high score on the UC scale indicating that he/she is possibly answering in a socially desirable manner. This could cause his/her answers on the attitude scales to be unreliable as they have some face validity and could also be answered in a manner that the candidate thinks is desirable. If you would like to probe this issue please explore the following questions with the candidate:

- 5. I have never told a lie.
- 16. No one is ever rude to me.
- 21. All my habits are good and desirable ones.
- 23. I have never broken a rule.
- 26. I have never been late for work or for an appointment.
- 40. I have never said anything unkind about anyone else.
- 48. I have never boasted or bragged.

EMOTIONAL QUOTIENT

The ability to understand and apply emotional information about ourselves and others effectively.

| | | | | | |
|---|---|--|--|----------------|---|
| SELF AWARENESS I: MOOD LABELING | | | | | A measure of a person's ability to accurately label personal feelings and emotions. |
| Labels feelings and emotions as they are happening | | Does not label feelings and emotions as they are happening | | | |
| 1 | | | | | |
| SELF AWARENESS II: MOOD MONITORING | | | | | A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions. |
| High monitoring | | Optimal monitoring | | Low monitoring | |
| 1 | | | | | |
| SELF CONTROL | | | | | A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires. |
| Demonstrates good self control | | | Low control over impulses and negative emotions | | |
| 1 | | | | | |
| MANAGING EMOTIONAL INFLUENCES | | | | | A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals. |
| Perseveres | | | Focus can change | | |
| 1 | | | | | |
| EMPATHY | | | | | A measure of a person's ability to understand the feelings and emotions of others. |
| Recognizes emotions in others | | | Low awareness of emotions of others | | |
| 1 | | | | | |
| SOCIAL JUDGMENT | | | | | A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others. |
| Uses knowledge of the emotions of others in decision-making | | | Does not factor in the emotions of others in decision-making | | |
| | 1 | | | | |
| OVERALL | | | | | An overall measure of how well a person understands emotional information and uses it effectively. |
| Understands & uses emotional information | | | Relies on non-emotional information | | |
| 1 | | | | | |

INTERVIEW QUESTIONS

Enterprising Potential (E.P.)

- Describe a situation where you had to meet an urgent deadline but you had competing priorities and an unusual demand on your time. How did you manage the situation? What was the outcome? Is there anything you would do differently in future situations?

Enter candidate's responses here...

- Describe a situation where you had to introduce a major change in the organization. What was your approach? Were the changes supported by the people affected by them? How did you get their support?

Enter candidate's responses here...

- Describe a situation where you developed an initiative that required coordinating the efforts of several departments or individuals. How did you establish the initiative? What sort of political resistance did you encounter? How did you deal with it? How did you develop teamwork during the project? How successful was the initiative? Why or why not?

Enter candidate's responses here...

INTERVIEW QUESTIONS (CONTINUED)

Achievement Potential (A.P.)

- Provide an example of a time that you had to work much harder than planned to achieve a short-term task. How did you motivate yourself in that situation? What did you do differently in that situation than in situations where you were working toward long-term goals?

Enter candidate's responses here...

- Describe a situation where you invested time and effort in relationship development initiatives. What did you find particularly demanding, and what did you find satisfying about this situation?

Enter candidate's responses here...

- Provide an example of a situation where you had to push for results from others to achieve your targets on a project or initiative. How were you able to motivate the people involved? What challenges did you face and what might you do differently?

Enter candidate's responses here...

INTERVIEW QUESTIONS (CONTINUED)

Independence Potential (I.P.)

- Provide an example of a time when you had to create a strategy or plan where there was initially very little structure. What steps did you take to do this effectively?

What parts of the process did you enjoy? What parts did you find difficult?

Enter candidate's responses here...

- Discuss a time when you took a leadership role within a team where the roles were not explicitly set out. What did you do to establish your role as the leader? What is your approach to team leadership?

Enter candidate's responses here...

- Describe a time when you had to work completely independently to accomplish an important project. What struggles did you face? Do you prefer working independently or in a team? Why?

Enter candidate's responses here...

INTERVIEW QUESTIONS (CONTINUED)

People Orientation (P.O.)

- Describe a first-time meeting with a new coworker. How did you engage with this person?

Enter candidate's responses here...

- Describe a situation in which you had to work with somebody you didn't know very well. How did you work together to achieve the goal?

Enter candidate's responses here...

- Provide an example of when you led a team of people who had different levels of sociability in completing a project or initiative. What strategies did you use to bring your team together to ensure the project was successfully completed?

Enter candidate's responses here...

INTERVIEW QUESTIONS (CONTINUED)

Investigative Orientation (INV.)

- Provide an example of a time when you took on a new learning experience outside of what was required in your job description. Why was this important to you? What challenges did you face?

Enter candidate's responses here...

- Provide an example of a time when you had to learn new factual and/or technical material in a short period of time. How well were you able to succeed in this learning? What difficulties did you experience?

Enter candidate's responses here...

- Describe a time when you had to make an important decision under high time pressure without a lot of information. How did you go about making this decision? What was the outcome? What would you do differently in the future?

Enter candidate's responses here...

INTERVIEW QUESTIONS (CONTINUED)

Comfort with Conflict (CWC)

- Describe a situation where you had to deal with a coworker who was angry or upset. Why was he/she upset, and how did you respond to the issue?

Enter candidate's responses here...

- Describe a time when you had to respond to criticism. How did it make you feel?

Enter candidate's responses here...

- Describe a situation where you worked together with somebody whose opinions and ideas were different from yours. What strategies did you use to work together constructively and achieve the task?

Enter candidate's responses here...

Save All Interview Question Responses

DEVELOPMENTAL SUGGESTIONS

Based on the Enterprising Potential (E.P.) Results

This person has very strong self-management potential. Planned, purposeful coaching to give substance and structure to the individual's natural inclinations toward time management, planning etc. should be well accepted and quickly incorporated into day-to-day behavior.

Based on the Achievement Potential (A.P.) Results

He/She is naturally inclined to developing skills in additional service or business environments that are growing and expanding. Maximize this strength through extensive and intensive coaching in questioning skills, presentation skills and effective follow-up strategies. Coaching would help him/her capitalize on his/her ability to develop interpersonal relationships. Feedback and recognition from his/her coach would be very important for maintaining high levels of performance. He/She would be most comfortable working for leading organizations that are interested in aggressive growth and development. He/She would generally be service and relationship-oriented. Expanding his/her skills, knowledge and responsibilities would be the most effective strategy for retaining him/her.

Based on the Independence Potential (I.P.) Results

He/She will expect his/her coach to offer direction and guidance on the processes that he/she will be required to follow. Regular feedback sessions would help him/her evaluate how effectively he/she is integrating into the new structure. Development of self-management skills, including both self-evaluation and self-reinforcement strategies, would help maintain good habits. He/She will also be receptive to the influence and advice of associates and colleagues; therefore, it will be important to match him/her to others who are similar in terms of team orientation.

Based on the People Orientation (P.O.) Results

He/She will find satisfaction and productivity enhanced by working with a coach and colleagues who are similarly people oriented.

Based on the Investigative Orientation (INV.) Results

Don't just assume that if he/she has the materials that he/she will learn the content. Probably he/she should be monitored through coaching to ensure that he/she does learn the necessities .

Based on the Comfort with Conflict (CWC) Results

Coach him/her to be effective in tense situations by demonstrating that he/she is listening to the concerns of others who may be upset. Provide conflict resolution strategies which could enhance his/her ability to deal with conflict.