

Name of Leader	Potential	Versatility	EQ	Learning Agility	Inclusive Leader	Shows potential to Level of Leadership	Current Level of effectiveness	Level of Leadership Comments	Strengths at Level of Leadership	Weakness at Level of Leadership	LQ - Visionary	LQ - Analytical	LQ-Connector	LQ - Operational
Theodor Fontane	Low	Low	Low	Low	Low	Develop for current level	Leader of Leader	Develop in role, review in 24 months	Persistence, Accountability	Decision Quality, Drives Results, Organizational Savvy	Weak	Weak	Weak	Moderate
Jean-Paul Sartre	Very High	Very High	Very High	Very High	Very High		Senior Executive	Leader of Leader	Stretch aggressively	Persistence, Drives Results, Accountability	none	Strong	Strong	Strong
George Sand	Very High	Medium	High	Medium	High	Business Unit / Function Leader	Leader of Leader	Stretch moderately	Persistence, Drives Results, Decision Quality	Accountability, Planning & Organisation, Persuades	Moderate	Strong	Strong	Strong
Ephraim Kishon	Very High	High	High	High	Very High		Business Unit / Function Leader	Leader of Leader	Stretch aggressively	Adaptability, Resourcefulness, Decision Quality	Persistence, Accountability, Planning & Organization	Strong	Strong	Moderate
Marissa Peers	Medium	Low	Medium	Low	Medium	Leader of Leader	Leader of Leader	Develop In Role, review in 24 months	Intellectance, Financial Acumen, Planning & Organization	Persistence, Decision Quality Drives Results	Moderate	Moderate	Moderate	Moderate
Oscar Wilde	High	Medium	Medium	Medium	Medium	Business Unit / Function Leader	Leader of Leader	Develop In Role, review in 24 months	Strategic Focus, Drives Results, Adaptability	Persistence, Accountability, Planning & Organization	Strong	Moderate	Moderate	Moderate
Charles Dickens	Medium	Low	Low	Low	Low	First Line Leader	Leader of Leader	Develop In Role, review in 24 months	Self Awareness, Adaptability, Takes Initiative	Drives results, Accountability, Decision Quality	Moderate	Weak	Moderate	Moderate
Hermann Hesse	Very High	High	Very High	High	Very High	Senior Executive	Leader of Leader	Stretch aggressively	Intellectance, Adaptability, Strategic Focus	Drives results, Accountability, Decision Quality	Strong	Strong	Strong	Moderate
Ernest Hemingway	Very High	Medium	Medium	Medium	High	Business Unit / Function Leader	Leader of Leader	Stretch aggressively	Accountability, Persistence, Planning & Organization	Decision Quality, Drives Results, Persuades	Moderate	Strong	Strong	Strongest
Mark Twain	Very High	High	Very High	High	Very High		Business Unit / Function Leader	Leader of Leader	Stretch aggressively	Accountability, Planning & Organization, Partnerships	Persistence, Intellectance	Strong	Strong	Strongest
John Steinbeck	Medium	Medium	Medium	Medium	Medium	Leader of Leader	Leader of Leader	Develop In Role, review in 24 months	Adaptability, Persistence, Decision Quality	Strategic Focus, Financial Acumen, Planning & Organization	Moderate	Moderate	Moderate	Strong
Franz Kafka	Medium	Medium	Medium	Medium	Medium	One level up over time	Leader of Leader	Develop In Role, review in 24 months	Adaptability, Persuades, Manage Ambiguity	Business Acumen, Global Perspective, Strategic Focus	Moderate	Moderate	Moderate	Strong
Leo Tolstoi	Very High	Medium	High	Medium	Very High	Senior Executive	Leader of Leader	Stretch aggressively	Persistence, Financial Acumen, Accountability	Intellectance, Persuades	Strong	Strong	Strong	Strong
Friedrich Nietzsche	Medium	Low	Low	Low	Low	Leader of Leader	Leader of Leader	Develop In Role, review in 24 months	Decision Quality, Directs Work, Take Initiative	Business Acumen, Planning & Organising, Interpersonal savvy	Moderate	Moderate	Moderate	Moderate
Edgar Allan Poe	High	Medium	High	Medium	High	Business Unit / Function Leader	Leader of Leader	Stretch moderately	Accountability, Drives Results, Decision Quality	Persistence, Persuades, Adaptability	Strong	Strong	Moderate	Strong