



core leadership

Sample CORE Leadership

26 July 2022

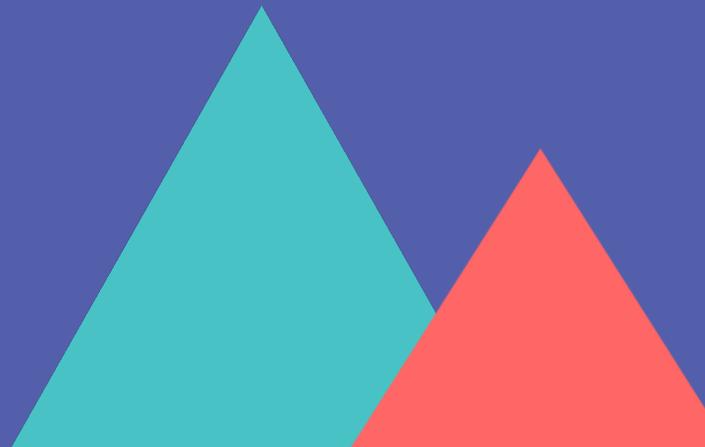


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About This Report

This report is based on the CORE™ Leadership Assessment, completed on the 10 November 2021. As a self-report measure, the results reflect the individual’s self-perception. Extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, considerations must be given to the subjective nature of using an individual’s self-perception in the interpretation of these data.

It should be noted that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain a good reflection of the individual's self-perception for 12-24 months, depending upon circumstances. It has been derived from the results of an assessment completed by the respondent and reflects the respondent's selection to the items.

Interpreting This Report

To identify where you sit on the scales being measured, your scores have been compared against the scores of those who have previously completed the assessment and are shown on a standard scale of 1 to 10.

For most sections of the report, these standard scores, or sten scores, have been grouped into 4 bandings to assist with interpretation. These are:

- Band 1: sten 1 to 3
- Band 2: sten 4 to 5
- Band 3: sten 6 to 7
- Band 4: sten 8 to 10

It is important to note that the majority of any population falls between sten 4 and 7 (or bandings 2 and 3). Sten 1 to 3 (or band 1) indicates extremely low to low scores, while sten 8 to 10 (or band 4) indicates high to extremely high scores.

The table below indicates how each banding should be interpreted based on the type of scale being looked at:

	Traits, Competencies & Human Performance	Versatility & Drivers	Derailers
Band 1 (sten 1 to 3)	Development Need	Low	No Risk
Band 2 (sten 4 to 5)	Moderately Effective	Medium	Low Risk
Band 3 (sten 6 to 7)	Effective	High	Moderate Risk
Band 4 (sten 8 to 10)	Highly Effective	Very High	High Risk

The Human Edge Global Leadership Norm Group v1 has been applied to this report.

Introduction

The CORE™ Leadership Assessment assesses leadership effectiveness, providing a holistic perspective on the skills needed and a blueprint or roadmap of your leadership journey.

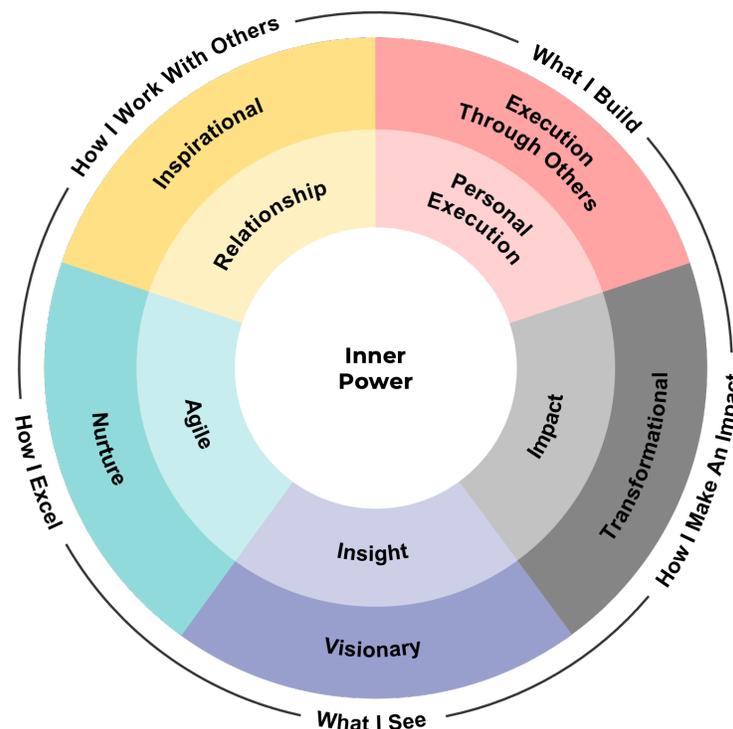
It gives you insight into which competencies (i.e., skills and knowledge) you show strength in and where development is required. It provides you with an assessment of the key personality traits (i.e., inclinations and natural tendencies) measuring future leadership potential and drivers (or motivators) for performance. You will get a window into your human performance indicators which look at how you manage yourself, how well you are connected to your purpose and how well you balance your energy. Potential behaviors that may get in the way of future career success (i.e., derailers) are also explored in this report.

Take time to reflect on your report, looking at which strengths you want to leverage, and which areas of opportunities will best help you achieve your career aspirations and enable a higher level of performance.

CORE™ Leadership Power Model

This report has been created based on the Leadership Power model below, which groups together the Competencies, Traits, Human Performance, and related Drivers that make leaders effective in their role.

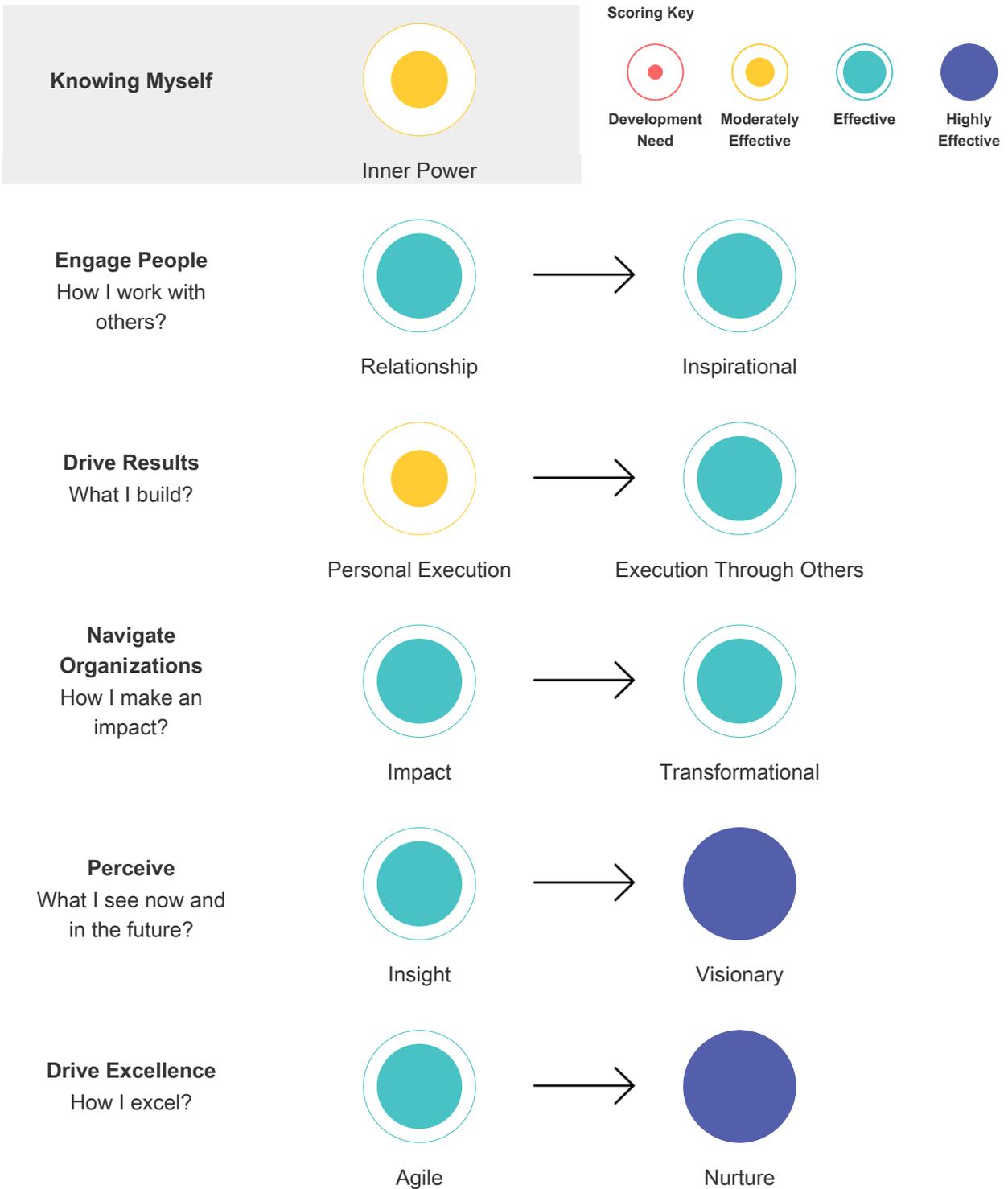
There are 5 main Power groupings, each of which surrounds a cluster of scales relating to Inner Power. Inner Power is the basis of your leadership effectiveness as the more you know yourself the more impactful you can be as a leader. To be effective at more senior leadership levels, individuals need to expand their capabilities outwards, towards the higher level Powers, while remaining proficient in the Powers that precede (came before) these.



Power Results Overview

A summary of your results across the 11 Leadership Powers is provided below, along with a scoring key to assist with interpretation.

A detailed breakdown of your results across each Powers' underlying scales can be found later in this report.



Results Overview

This section provides insight into your strengths and areas of development.

It is important to take time to focus on how you can leverage your strengths and where you can continue to grow in order to move forward.

Strengths

Builds Networks - You build and consult with a wide network of internal and external people, able to draw upon these relationships using formal and informal channels to exchange ideas, resources and know-how.

Drives Vision & Purpose - You articulate a compelling, inspiring, and relatable vision to others, linking the company's vision with a sense of purpose for the future to create meaning. You share the vision in an easily understandable manner, instilling and sustaining optimism and excitement for the future.

Strategic Focus - You tend to see the big picture, easily imagining future scenarios and developing strategies that seek to create and sustain a competitive advantage. Others likely see you as a visionary, successfully formulating strategies that aim to accelerate the organization toward its strategic goals.

Attracts Top Talent - You actively seek and secure the best talent available, creating a pipeline for the future from both internal and external talent pools, establishing clear selection criteria and effectively evaluating talent using a thorough and consistent process.

Risk-Taking - You demonstrate a willingness to take calculated risks, and are likely to seek out opportunities that offer significant gains even if these entail significant risk.

Areas of Development

Composure - You may become overly focused on the negatives at times, likely coming across as impatient or frustrated when faced with challenging situations.

Persistence - You may be less likely to persevere with a set course of action, giving up quickly when faced with criticism or unexpected obstacles.

Self-Discipline - You tend to remain focused on your tasks, giving these structure when needed. While you may start certain work at a quicker pace, you likely do not put off tasks of little interest for long, but may become overwhelmed or lose motivation when overly stressed.

Assertiveness - While you likely prefer that others take the lead in group settings, you are willing to step up when needed and direct the work of others to move things along, sharing strong opinions when asked.

Self-Confidence - You likely recognize your personal value and see the value of your skills and abilities, but may lose confidence when faced with challenging situations or when directly challenged by others.

Results Overview

Watch-Outs

Under stress you may easily become moody and irritable, showing frustration when things don't go as planned.

During times of stress, you likely take a more competitive approach by stepping into leadership positions quickly and taking charge forcefully. You are likely to be vocal about your ideas and the need to push boundaries but feel impatient with those who are not on board, resulting in a resistance to feedback. You may become a contrarian if things don't go to your plans.

Additional Insights

The results on this page provide insight into additional factors that have been identified as important for leadership effectiveness.

	Low	Medium	High	Very High	Score
Learning Agility You are likely able to understand and explore new situations at a moderate pace, but may prefer to focus on one idea or concept at a time. You likely reflect on past experiences at a high level, applying previous learnings to the same or very similar situations going forward, but at times may miss the broader application of these learnings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5
Emotional Intelligence You likely have some level of awareness around your own and/or others emotions, with an interest in understanding these. However, you may struggle to manage your own emotions at times, or prefer to keep a professional distance with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5
Leadership Scope You show a strong preference for leading a large organization or multiple functions within a company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	8
Versatility You are likely able to adapt to new challenges and demands as these arise, using your organizational knowledge and network where possible to help you navigating boundaries and achieve results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6

Results Overview

Traits

Traits are the inclinations and natural tendencies a person leans toward which predict behaviors and attitudes in life. The traits below have been identified as those most linked to unlocking potential.



Your strongest trait is Risk-taking which means you demonstrate a willingness to take calculated risks, and are likely to seek out opportunities that offer significant gains even if these entail significant risk.

Your second strongest trait is Empathy which means you demonstrate an understanding of and concern for others, empathizing with their perspectives and interacting with people in a tactful and non-judgemental manner.

Your lowest trait is Composure which means you may become overly focused on the negatives at times, likely coming across as impatient or frustrated when faced with challenging situations.

Results Overview

Top and Bottom Five Competencies

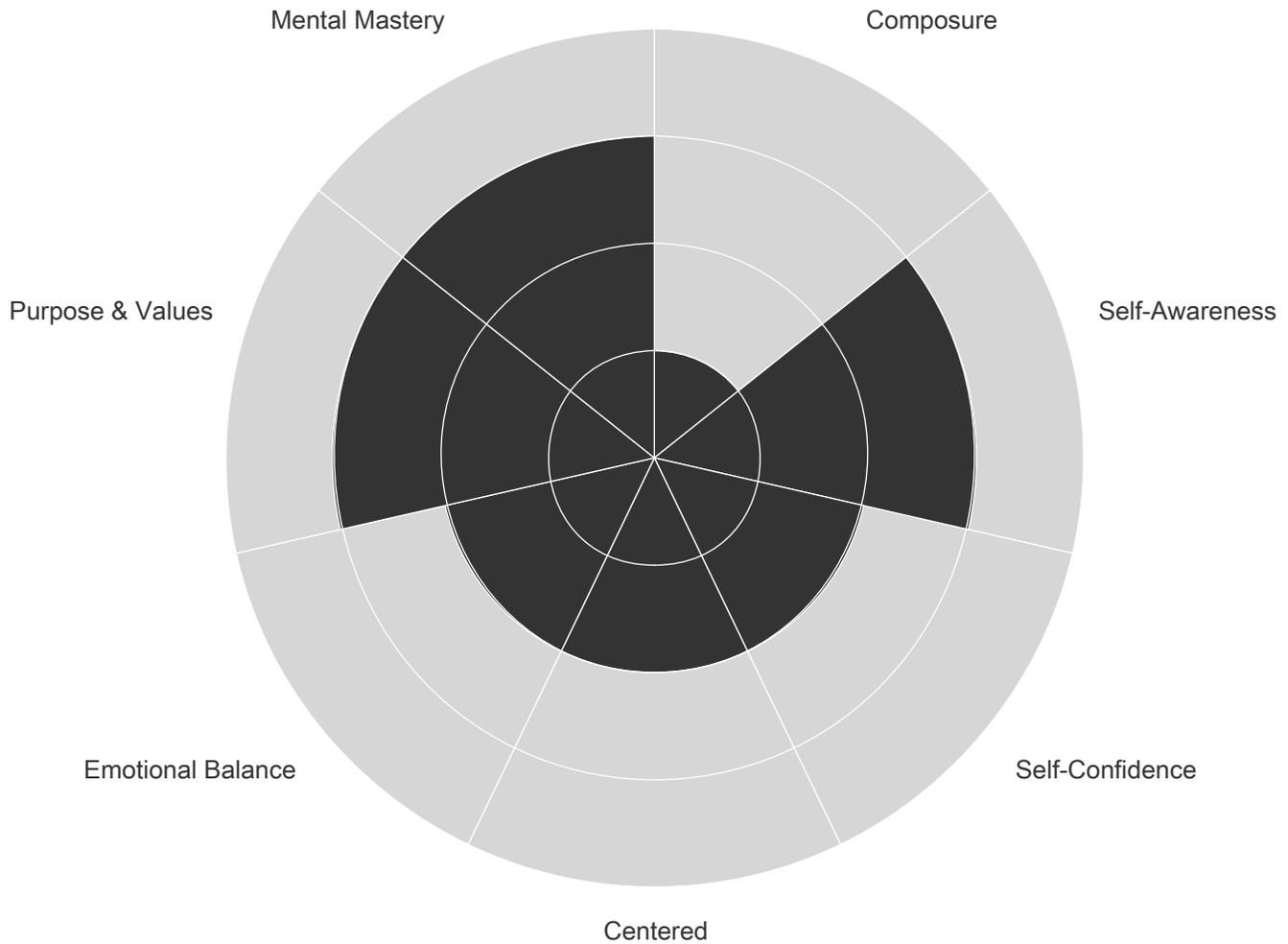
The tables below show your top and bottom five competencies out of those measured within the CORE™ Leadership assessment.

Top Five	Power	Score
Builds Networks	How I Work With Others	9
Drives Vision & Purpose	How I Work With Others	9
Strategic Focus	What I See	8
Attracts Top Talent	How I Excel	8
Develops Talent	How I Excel	8

Bottom Five	Power	Score
Communicates Effectively	How I Work With Others	5
Continuous Improvement	What I Build	5
Planning & Organizing	What I Build	5
Centered	Inner Power	5
Adaptability	How I Excel	5

Inner Power

Within the CORE™ Leadership assessment, Inner Power looks at how well individuals know who they are and what they stand for. Those with high Inner Power are confident in their abilities, they understand how others see them and how they fit into the world around them, able to remain calm and in control of their emotions.



Inner Power

Inner Power: Overall Effectiveness

Your results suggest that Inner Power is an area of moderate strength for you.



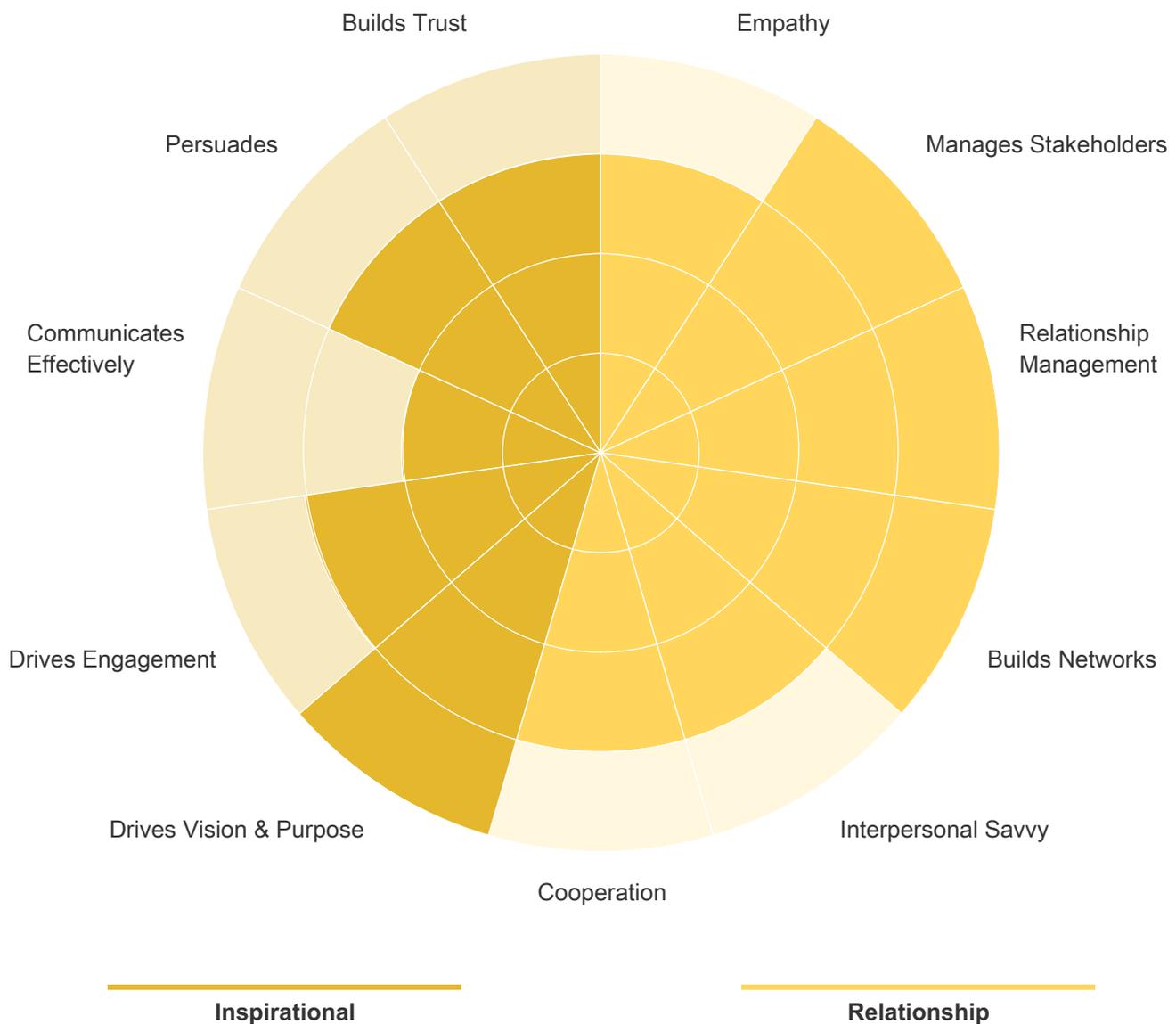
Scale	Score	What this means for you
Composure	3	You may become overly focused on the negatives at times, likely coming across as impatient or frustrated when faced with challenging situations.
Self-Awareness	6	You tend to recognize how your behavior impacts others, demonstrating a good level of awareness of your personal strengths and weaknesses. However, you may not always consider how to maximize your strengths in order to achieve greater impact.
Self-Confidence	5	You likely recognize your personal value and see the value of your skills and abilities, but may lose confidence when faced with challenging situations or when directly challenged by others.
Centered	5	You are likely to have a good idea of your personal values and what drives most of your decisions. However, you may at times be overly influenced by external circumstances which can disrupt your equilibrium for a time before you are able to reframe the situation and get back on course.
Emotional Balance	5	You likely display an appropriate emotional responses to familiar situations but may struggle to understand others' needs when faced with unfamiliar situations, potentially overreacting at times.
Purpose & Values	6	You are likely aware of what matters most to you and your core personal values and beliefs, basing your actions on these when possible.
Mental Mastery	7	You tend to be able to maintain a good level of focus when needed, putting strategies in place in order to reflect on your thought processes.

How I Work With Others Power Grouping

Looking at how well leaders work with those in the organization, the How I Work With Others grouping focuses on Relationship and Inspirational Power.

The first level of this grouping, Relationship Power, refers to the ability to build and maintain relationships and networks. Those with high Relationship Power are able to relate well to others and work collaboratively.

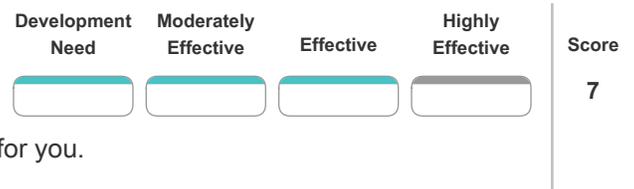
Building on Relationship Power, the second level of this grouping is Inspirational Power, which looks at how well an individual can inspire and gain buy-in from others. Those with high Inspirational Power are able to get people engaged and energized with their work, igniting them into action.



How I Work With Others Power Grouping

Relationship Power: Overall Effectiveness

Your results suggest that Relationship Power is an area of strength for you.



Scale	Score	What this means for you
Empathy	7	You demonstrate an understanding of and concern for others, empathizing with their perspectives and interacting with people in a tactful and non-judgemental manner.
Manages Stakeholders	8	You tend to actively manage stakeholder expectations, maintaining frequent interactions with relevant stakeholders and taking a proactive approach to shape and influence stakeholder expectations. You serve as a liaison between different stakeholder groups, able to effectively align the interests of multiple and diverse stakeholders.
Relationship Management	8	You proactively establish long-lasting working relationships with others, willing to invest high levels of effort into managing and maintaining these, looking for ways to enhance the partnership both during and after projects have been completed.
Builds Networks	9	You build and consult with a wide network of internal and external people, able to draw upon these relationships using formal and informal channels to exchange ideas, resources and know-how.
Interpersonal Savvy	6	You tend to relate comfortably with people across levels, functions, culture and geography, quickly getting to know others and building rapport in an open and friendly manner, picking up on interpersonal and group dynamics.
Cooperation	7	You tend to work collaboratively with others, balancing personal goals with those of the team in order to achieve objectives, taking time to listen to and explore team members' ideas and opinions, while willing to support those who want to take risks.

How I Work With Others Power Grouping

Inspirational Power: Overall Effectiveness

Your results suggest that Inspirational Power is an area of strength for you.

Development Need	Moderately Effective	Effective	Highly Effective	Score
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6

Scale	Score	What this means for you
Drives Vision & Purpose	9	You articulate a compelling, inspiring, and relatable vision to others, linking the company's vision with a sense of purpose for the future to create meaning. You share the vision in an easily understandable manner, instilling and sustaining optimism and excitement for the future.
Drives Engagement	7	You likely encourage open and transparent communication within the team, seeking to establish an inclusive team environment where team members feel empowered and valued for their contributions, comfortable sharing their ideas and taking appropriate risks.
Communicates Effectively	5	You recognize the need to adjust your written and verbal communication to the audience you are addressing, actively listening to them in order to inform your approach to this. However, at times you may adjust your style too much, impacting the clarity and consistency of your message.
Persuades	6	You tend to position views and arguments appropriately to gain support and buy-in from others, navigating tough situations without damaging relationships. You likely respond effectively to the reactions and positions of others, modifying your arguments as needed to tell a compelling story.
Builds Trust	6	You are likely seen as straightforward and truthful, keeping confidences and practicing what you preach, showing consistency between your words and actions.

Related Drivers for the How I Work With Others Grouping

Caring

You show a preference for getting to know others and building trusting relationships when possible, likely showing concern and affection for people.

Low	Medium	High	Very High	Score
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6

Collaboration

You are likely highly motivated by working closely with others towards a common goal, proactively seeking out opportunities to collaborate.

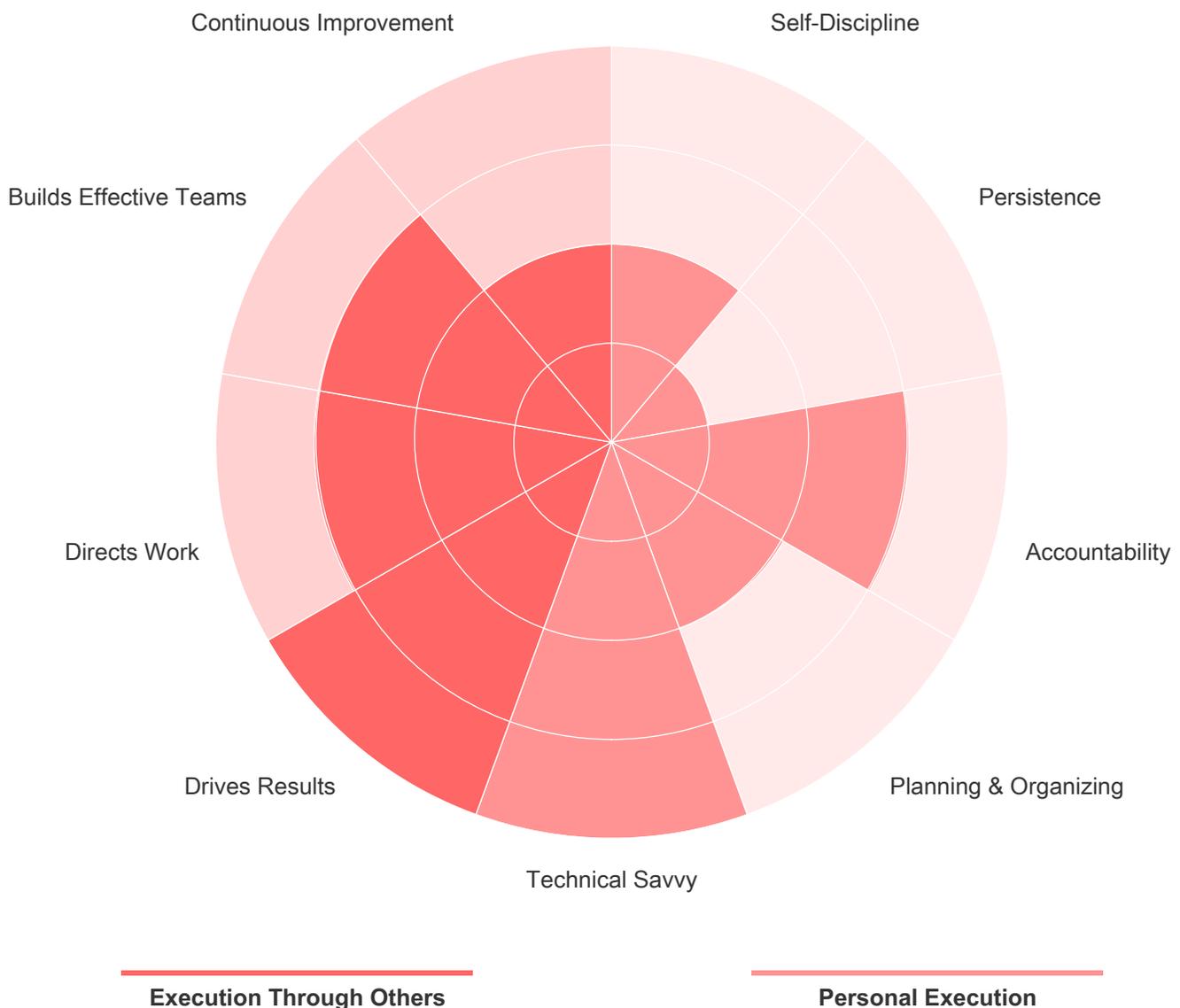
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Score
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	8

What I Build Power Grouping

Looking at how leaders can achieve results within the organization, the What I Build grouping focuses on Personal Execution and Execution Through Others.

The first level of this grouping, Personal Execution, looks at an individual's ability to get things done through personal action. Those with high Personal Execution take responsibility for their work, planning out their tasks and persevering in order to achieve results.

Building on Personal Execution, the second level of this grouping is Execution Through Others, which looks at how well an individual can achieve results through others. Those with high Execution Through Others are able to build effective teams, set direction and foster a sense of urgency in others to drive tasks to completion.



What I Build Power Grouping

Personal Execution: Overall Effectiveness

Your results suggest that Personal Execution is an area of moderate strength for you.



Scale	Score	What this means for you
Self-Discipline	4	You tend to remain focused on your tasks, giving these structure when needed. While you may start certain work at a quicker pace, you likely do not put off tasks of little interest for long, but may become overwhelmed or lose motivation when overly stressed.
Persistence	3	You may be less likely to persevere with a set course of action, giving up quickly when faced with criticism or unexpected obstacles.
Accountability	6	You tend to follow through on the commitments you make, acting with a clear sense of ownership and taking personal responsibility for decisions, actions and failures, seeking to establish clarity around responsibilities and measures of success.
Planning & Organizing	5	You are likely able to plan and prioritize work as needed to ensure that organizational goals and objectives are achieved. However, you may at times treat all tasks as a priority, or get caught off guard when plans require last minute adjustments.
Technical Savvy	8	You tend to recommend or bring in new technology while effectively leveraging existing workplace systems, keeping up to date with relevant technological advancements, easily seeing the benefits for the organization and seeking to implement these.

What I Build Power Grouping

	Development Need	Moderately Effective	Effective	Highly Effective	Score
Execution Through Others: Overall Effectiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6
Your results suggest that Execution Through Others is an area of strength for you.					

Scale	Score	What this means for you
Drives Results	8	You easily foster a sense of urgency in others, setting clear goals and communicating the consequences of not meeting these. You likely actively monitor project progress and resource utilization, challenging lack of progress on tasks and adapting quickly to changing resource requirements to ensure objectives are met.
Directs Work	7	You likely provide clear direction and accountabilities while delegating work, appropriately distributing assignments and tasks, and providing guidance and support based on people's capabilities, intervening as needed to remove obstacles.
Builds Effective Teams	6	You tend to form teams with an appropriate and diverse mix of styles, perspectives, and experience, establishing common objectives and co-creating a team vision. You likely create a feeling of belonging and strong team morale, rewarding team efforts while fostering open dialogue and collaboration amongst the team.
Continuous Improvement	5	You likely reflect on the effectiveness of the processes required to get work done, seeking out the root cause when problems arise and looking for ways to improve processes. However, at times you may lack the details to fully understand where the inefficiencies lie or how to make the processes more effective.

Related Drivers for the What I Build Grouping

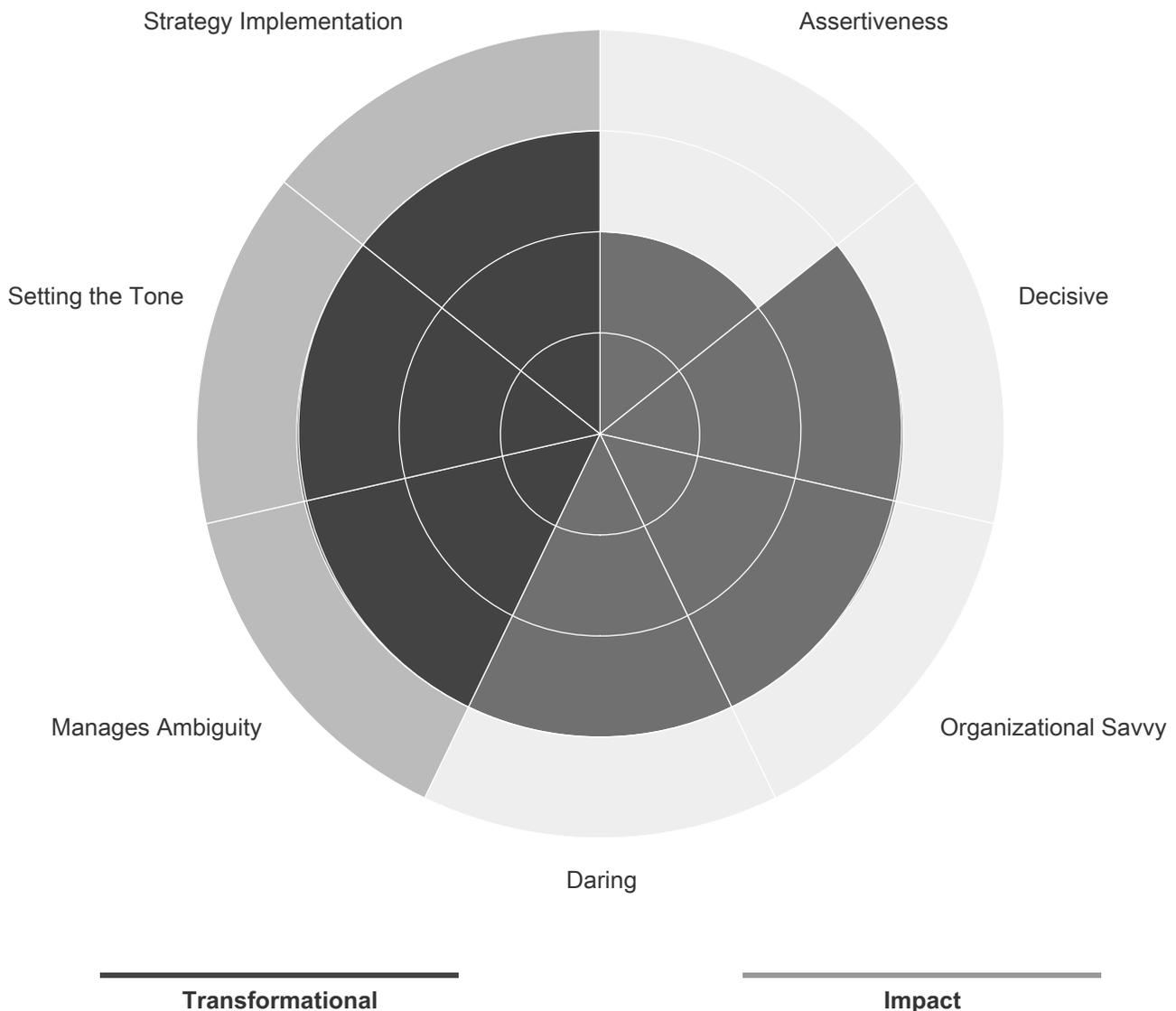
	Low	Medium	High	Very High	Score
Achieving Results	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6
You are likely motivated by achieving and accomplishing results, preferring to set goals, plan and track your progress especially when faced with challenging or stretch goals.					
Excellence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3
You show a strong preference for delivering work to the level required, at times you may be less willing to put the effort in to exceed expectations or establish a high level of professional delivery.					
Leadership Scope	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	8
You show a strong preference for leading a large organization or multiple functions within a company.					

How I Make An Impact Power Grouping

Looking at the value leaders bring to the organization, the How I Make An Impact grouping focuses on Impact and Transformational Power.

The first level of this grouping, Impact Power, looks at an individual's ability to take charge and lead. Those with high Impact Power are comfortable taking the lead and making difficult decisions, effectively navigating complex organizational structures.

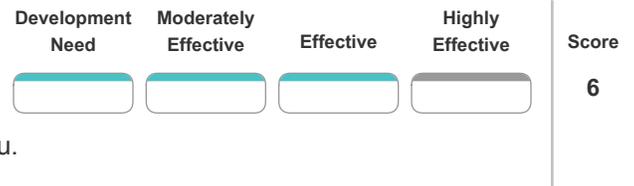
Building on Impact Power, the second level of this grouping is Transformational Power, which looks at how comfortable a person is leading through uncertainty or change. Those with high Transformational Power define action plans and adjust to the organizational environment as needed.



How I Make An Impact Power Grouping

Impact Power: Overall Effectiveness

Your results suggest that Impact Power is an area of strength for you.



Scale	Score	What this means for you
Assertiveness	5	While you likely prefer that others take the lead in group settings, you are willing to step up when needed and direct the work of others to move things along, sharing strong opinions when asked.
Decisive	7	You tend to make effective and timely decisions across a range of situations, comfortable basing these on limited information and able to quickly interpret conflicting or complex information.
Organizational Savvy	7	You are sensitive to how people and organizations function, likely able to anticipate potential land mines and plan approaches accordingly. You tend to be comfortable with organizational politics, knowing who has power, respect, and influence while steering through the organizational maze to get things done.
Daring	7	You readily tackle tough assignments and face difficult issues head-on, supporting others to do the same. You tend not to shy away from conflict, willing to provide direct and actionable feedback to others, and champion ideas or positions despite dissent or political risk.

Transformational Power: Overall Effectiveness

Your results suggest that Transformational Power is an area of strength for you.



Scale	Score	What this means for you
Manages Ambiguity	7	You tend to be comfortable dealing with uncertainty, likely maintaining a good level of productivity, and tackling problems in a constructive manner, even when these do not have clear solutions.
Setting the Tone	7	You tend to review the effectiveness of the current organizational environment, likely comfortable defining and adapting the company mindset and values to find a better way forward when appropriate.
Strategy Implementation	6	You are able to take big picture concepts or strategies and swiftly break these down, identifying the best approach for implementation and creating detailed development plans.

How I Make An Impact Power Grouping

Related Drivers for the How I Make An Impact Grouping

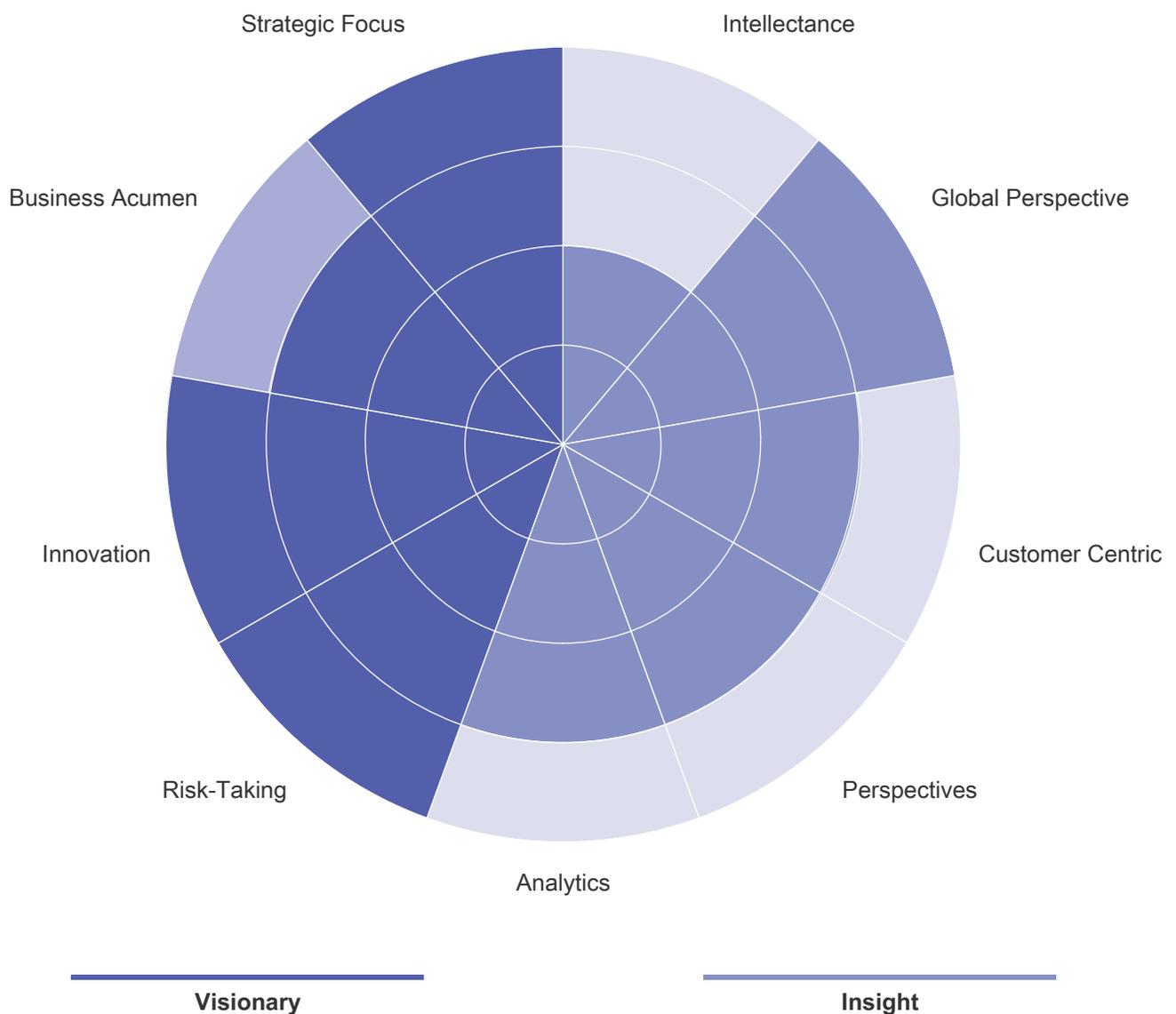
	Low	Medium	High	Very High	Score
<p>Business Impact</p> <p>You show a strong preference for working on projects that have a significant business impact, likely seeking out win-win opportunities and solutions for the organization.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9
<p>Responsibility</p> <p>You are likely highly motivated by being given greater levels of responsibility and accountability within the organization, seeking out a greater span of control.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9
<p>Dedication</p> <p>You are likely highly motivated when working for an organization you believe in and are proud of, with a strong preference for prioritizing and doing the right thing for the company.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10
<p>Challenge</p> <p>You likely find challenging projects motivating, comfortable pushing yourself outside your comfort zone and working with complexity.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6

What I See Power Grouping

Looking at how leaders seek to understand situations and use this to move the organization forward, the What I See grouping focuses on Insight and Visionary Power.

The first level of this grouping, Insight Power, looks at an individual's ability to gather and consider different perspectives, viewpoints and data. Those with high Insight Power are able to accurately assess people, situations or contexts.

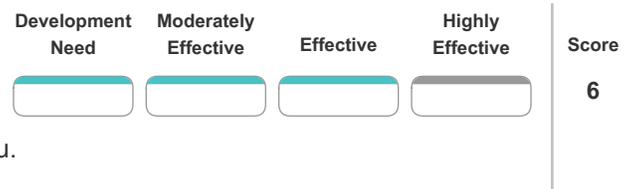
Building on Insight Power, the second level of this grouping is Visionary Power, which looks at the ability to see the big picture. Those with high Visionary Power set company strategy in light of the wider market, identifying creative ways forward and seizing opportunities to create a competitive edge.



What I See Power Grouping

Insight Power: Overall Effectiveness

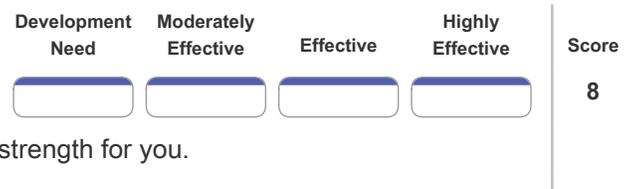
Your results suggest that Insight Power is an area of strength for you.



Scale	Score	What this means for you
Intellectance	5	You are likely able to accurately assess new or complex information at a moderate pace, easily seeing the links between data from the same area; but may at times miss connections with or across other fields.
Global Perspective	8	You tend to consider the global picture when working on projects, exploring multiple and varied viewpoints, and viewing issues on a worldwide and multi-cultural basis. You are likely aware of the impact of global trends, proactively developing scenarios to address the global uncertainties that the organization faces.
Customer Centric	6	You seek to gain insights into customer needs and identify opportunities that could benefit them. You tend to build and deliver solutions that meet or exceed customer expectations, establishing and maintaining effective customer relationships.
Perspectives	6	You tend to value and seek to understand the differing perspectives of others, respecting and exploring these in detail in order to apply others' diverse experiences, styles and perspectives to getting results.
Analytics	7	You are able to identify the data you need to explore potential courses of action and make decisions, considering and selecting the best approach to obtain the required information.

Visionary Power: Overall Effectiveness

Your results suggest that Visionary Power is an area of exceptional strength for you.



Scale	Score	What this means for you
Risk-Taking	8	You demonstrate a willingness to take calculated risks, and are likely to seek out opportunities that offer significant gains even if these entail significant risk.
Innovation	8	You are seen as innovative by others, preferring to challenge the status quo and experiment with multiple 'bold' ideas that could add business value, championing creative ideas when possible, and encouraging others a move away from the conventional.
Business Acumen	7	You know how businesses work and make money, understanding the key financial drivers and indicators that inform financial strategies. You tend to keep up to date with industry developments and business trends, recognizing how these could benefit organizational or personal performance.
Strategic Focus	8	You tend to see the big picture, easily imagining future scenarios and developing strategies that seek to create and sustain a competitive advantage. Others likely see you as a visionary, successfully formulating strategies that aim to accelerate the organization toward its strategic goals.

What I See Power Grouping

Related Drivers for the What I See Grouping

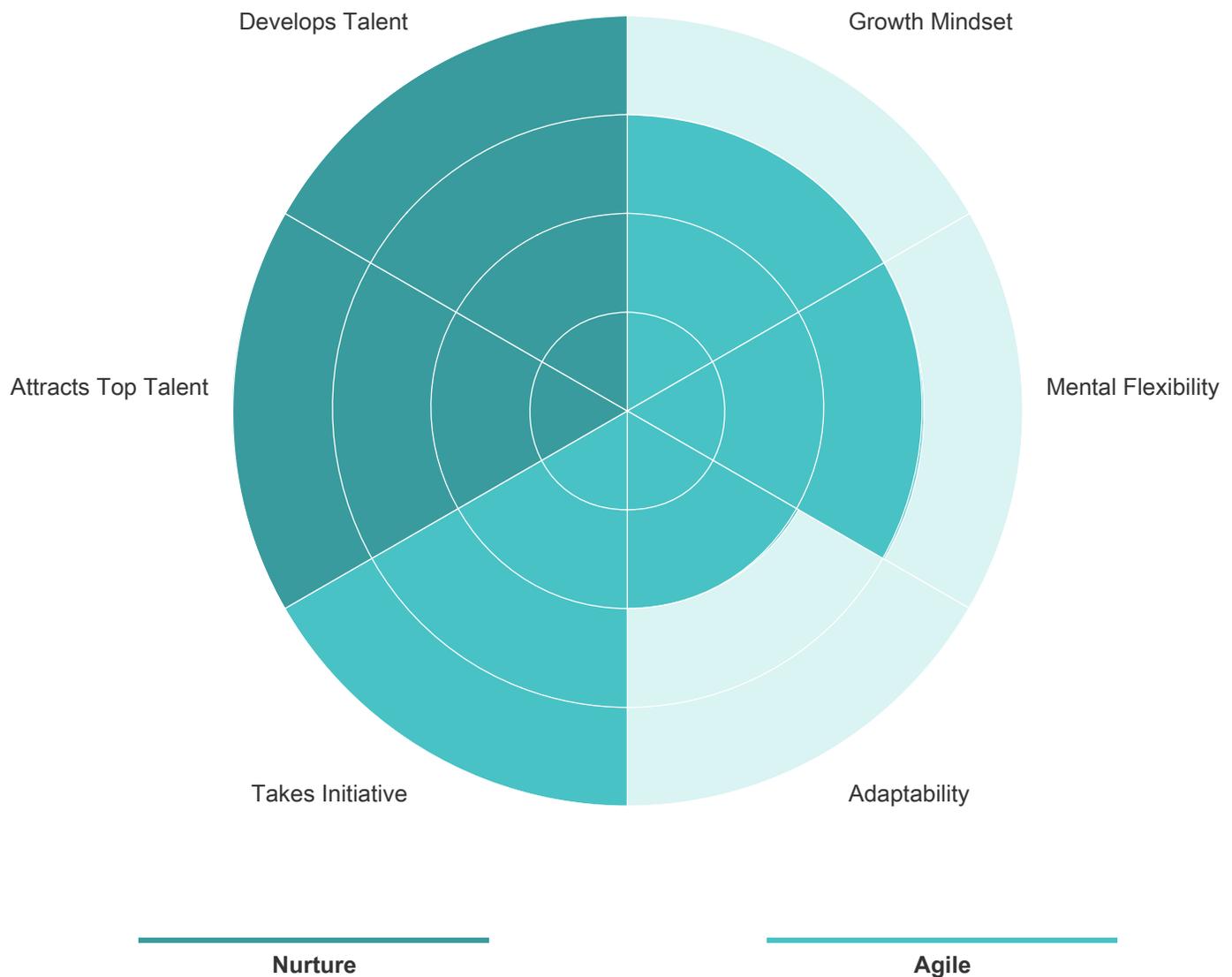
	Low	Medium	High	Very High	Score
<p>Experimentation</p> <p>You show a strong preference for experimenting with new ideas and solutions, likely feeling highly motivated when able to utilize your active image to tackle problems.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9
<p>Challenge</p> <p>You likely find challenging projects motivating, comfortable pushing yourself outside your comfort zone and working with complexity.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6
<p>Business Impact</p> <p>You show a strong preference for working on projects that have a significant business impact, likely seeking out win-win opportunities and solutions for the organization.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9

How I Excel Power Grouping

Looking at how leaders handle and adapt to changing organizational environments, the How I Excel grouping focuses on Agile and Nurture Power.

The first level of this grouping, Agile Power, looks at an individual's ability to move quickly and apply learnings from past experiences to new situations. Those with high Agile Power take a proactive approach, adapting quickly to complex or changing circumstances, seeking out opportunities for upskilling and reskilling to expand their capabilities and skill set.

Building on Agile Power, the second level of this grouping is Nurture Power, which looks at an individual's ability to identify, secure and develop talent within the organization. Those with high Nurture Power proactively seek out top talent, developing the capabilities of others to meet current and future business needs.



How I Excel Power Grouping

Agile Power: Overall Effectiveness

Your results suggest that Agile Power is an area of strength for you.



Scale	Score	What this means for you
Growth Mindset	6	You are likely to enjoy taking on challenging or new situations which stretch your skills and allow you to grow; welcoming feedback from others in order to improve performance and achieve your goals.
Mental Flexibility	6	You tend to reflect on past experiences in detail, exploring the effectiveness of your chosen approach and quickly applying your learnings to appropriate new or novel situations.
Adaptability	5	You are likely to demonstrate a confident demeanor in changing situations, but may struggle to maintain a positive attitude when faced with unexpected obstacles or adversity, taking time to adjust to new situations or circumstances.
Takes Initiative	8	You tend to be seen as proactive, a self-starter who can get things done. You are able to take action quickly, even when faced with fast-changing and unpredictable situations.

Nurture Power: Overall Effectiveness

Your results suggest that Nurture Power is an area of exceptional strength for you.



Scale	Score	What this means for you
Attracts Top Talent	8	You actively seek and secure the best talent available, creating a pipeline for the future from both internal and external talent pools, establishing clear selection criteria and effectively evaluating talent using a thorough and consistent process.
Develops Talent	8	You view talent development as an organizational imperative, using multiple methods to develop others and remaining alert to developmental assignments both inside and outside your own workgroup, articulating the value and benefit of these to others.

How I Excel Power Grouping

Related Drivers for the How I Excel Grouping

	Low	Medium	High	Very High	Score
<p>Experimentation</p> <p>You show a strong preference for experimenting with new ideas and solutions, likely feeling highly motivated when able to utilize your active image to tackle problems.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9
<p>Grow</p> <p>You are likely motivated by the opportunity to continually learn and grow, making the most of opportunities to further develop yourself.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6
<p>Positive Impact</p> <p>You show a preference of maintaining responsibility for tasks, but likely recognize the value of sharing responsibility and empowering others.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4

Human Performance Scale Results

Human Performance has shown to improve individual and corporate performance by taking a holistic view with the intent of maximizing energy and improving wellbeing. There are four main pillars of Human Performance, these are: living and acting in accordance with personal purpose and values; the ability to focus and master thoughts; being physically resilient; and finally, being able to express feelings appropriately and maintain positive relationships with others.

	Development Need	Moderately Effective	Effective	Highly Effective	Score
<p>Purpose & Values</p> <p>You are likely aware of what matters most to you and your core personal values and beliefs, basing your actions on these when possible.</p>					6
<p>Mental Mastery</p> <p>You tend to be able to maintain a good level of focus when needed, putting strategies in place in order to reflect on your thought processes.</p>					7
<p>Physical Resilience</p> <p>You actively seek to balance your work commitments with a healthy lifestyle, making time to exercise, eat well and take breaks even when busy.</p>					8
<p>Emotional Balance</p> <p>You likely display an appropriate emotional responses to familiar situations but may struggle to understand others' needs when faced with unfamiliar situations, potentially overreacting at times.</p>					5

Derailer Scale Results

Derailers are the behaviors that can get in the way of career success. These can be an overused strength or the dark side of a person's personality. Typically, Derailers are qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success.

Behaviors associated with high scores can be a strength, but when overused or used in the wrong situation they can derail relationships and even careers. Individuals who understand their performance limitations and increase their self-awareness will have greater chance of career success.

Moving Away

This cluster of Derailer scales corresponds to the interpersonal theme which has been characterized as “moving away” from others. Those high on these scales tend to pride themselves on being self-sufficient but may be extremely private and mistrusting of others, concerned over making any type of mistake and sensitive to perceived slights when stressed.

	No Risk	Low Risk	Moderate Risk	High Risk	Score
Excitable					7
You are likely seen as energetic, able to sympathize with the problems of others but can become easily moody and irritable at times, especially when things don't go as planned or your expectations are not met.					
Suspicious					4
You likely place your trust in people you know, rarely taking things personally or holding grudges when others do not meet your expectations, remaining open to feedback without becoming defensive.					
Restrained					4
You likely come across as friendly and approachable, showing concern for others and the problems they face, while maintaining an appropriate professional distance.					
Cautious					4
You are comfortable taking action independently without checking in or seeking explicit approval from others, but are likely to consider the potential repercussions from others when making decisions.					

Moving Against

This cluster of Derailer scales corresponds to what has been labelled as “moving against” people. Those high on these scales tend to be socially confident and energetic but may come across as highly unpredictable, continually seeking to test limits and dominating social situations, believing that they know best.

	No Risk	Low Risk	Moderate Risk	High Risk	Score
Gutsy					7
You tend to be less conventional than others, viewing situations from different perspectives and generating multiple creative ideas when faced with challenges, although these may be impractical at times.					

Derailer Scale Results

	No Risk	Low Risk	Moderate Risk	High Risk	Score
Lively					8
You are likely to come across as quick-witted, outgoing, and charming. You may over-commit at times, or seek to be the center of attention which may lead to you dominating the conversation and not listening well.					
Non-Conformist					9
You are likely seen as a pioneer, pushing boundaries, challenging ideas, and actively seeking out new or novel task in the pursuit of something different, which may lead to you missing key details at times or coming across as impulsive or overconfident.					
Arrogance					6
You tend not to shy away from self-promotion, expecting recognition from others, and are likely confident that you know the best way forward in most situations, which may lead to you not seeking others' input to problems at times.					

Moving Towards

This cluster of Derailer scales corresponds to what has been labelled as “moving towards” people. Those high on these scales tend to be eager to please, attentive to the needs of others with a high attention to detail. However, they can become overly focused on small details when stressed and driven to gain approval from others, especially those in more senior positions.

	No Risk	Low Risk	Moderate Risk	High Risk	Score
Meticulous					2
You are likely to come across as undemanding, preferring to take a more relaxed approach to work schedules, and feel comfortable delegating and prioritize tasks based on the situation.					
Agreeable					5
While you are willing to help and support others, you are comfortable pushing back and challenging the decisions of people when appropriate, even if they are in more senior positions.					

WHAT OUR CLIENTS

gain _____ ■



Inspiration

We fuel desire for understanding peoples' talents and strengths at a deeper level, so they never stop learning and growing.



Confidence

Belief is power. We help empower individuals and organizations to grow with confidence, take risks and inspire others.



Opportunity

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