

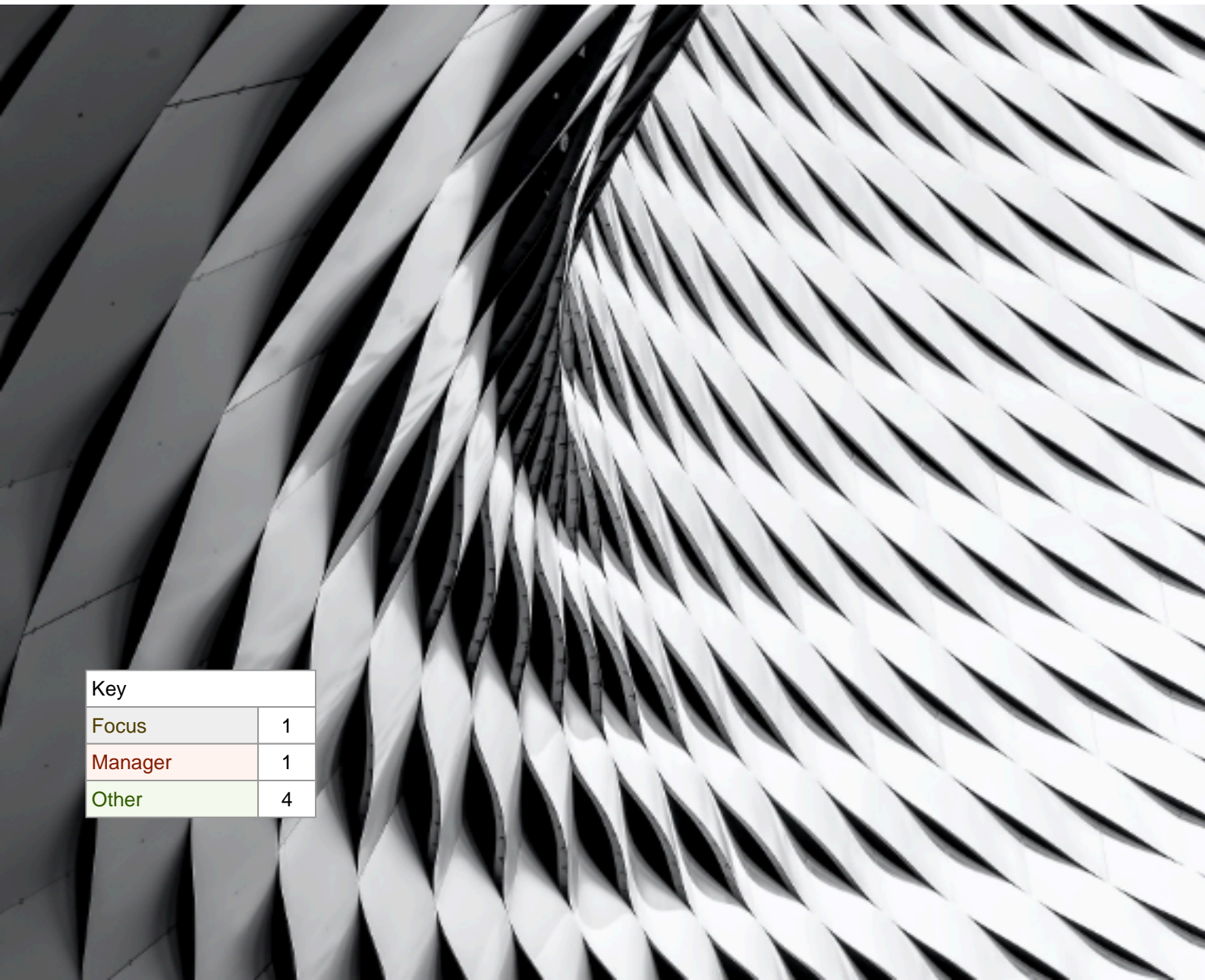


Leader Benchmark

A report for:

Sam Sample

Created 2nd December 2022



Key	
Focus	1
Manager	1
Other	4

About this Report

This report contains highly confidential information about Sam Sample. It presents feedback on behaviours and the impact these behaviours can have on others e.g., line managers, peers/colleagues, direct reports, and key stakeholders (e.g., internal & external customers).

This report has been created based on the feedback received from the different people invited to complete a 360 survey. These individuals have rated Sam's behaviour against a number of statements, which are presented using a framework of 5 competencies.

Each competency has a definition and 4 behaviours, which are clustered into clear and concise categories, allowing specific behaviours to be isolated and developed.

Leader Benchmark Competencies

- 1. Inspiring Others:** How an individual supports and motivates others to give their best.
- 2. Organisational Vision:** How an individual establishes and defines the vision and strategy.
- 3. Performance Management:** How an individual optimises own & others performance.
- 4. Organisational Management:** How an individual optimises organisational performance & achieves results.
- 5. Role Model:** How an individual promotes respect and credibility whilst taking responsibility for faults.

Contents

Summary Leadership Profile

This section provides an overall summary of the feedback. It presents an average of the overall ratings for each competency, by rater group. It also presents comments made by the individuals chosen to provide feedback.

Item-level Feedback

This section provides detailed feedback for each competency. It presents the ratings given for each statement within a competency, by rater group. It also presents comments made by the individuals chosen to provide feedback, enabling greater meaning to be established from the ratings.

Highest and Lowest Ratings

This section identifies standout strengths and key areas for development. It presents the 5 highest and the 5 lowest ratings, by rater group. Sam's ratings are not used to calculate the highest and lowest items but are included for comparison.

Benchmark Comparison

This section provides a statistical and meaningful benchmark comparison of the leadership competencies. It compares Sam's against a group of high potential professionals who have also completed the same survey. The graph indicates whether the scores, on each competency, are low, mid-range or high when compared with others.

RATINGS

Leader Benchmark	OVERALL	FOCUS	MANAGER	OTHER
Inspiring Others	3.0	3.0	3.0	3.0
Organisational Vision	3.8	4.0	3.8	3.8
Performance management	3.7	3.5	4.3	3.3
Organisational Management	3.4	3.5	3.3	3.6
Role Model	4.1	4.5	4.3	3.6

Feedback Comments

Key Strengths

Focus

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

All Others

In fermentum posuere urna nec. Faucibus nisl tincidunt eget nullam non. Metus aliquam eleifend mi in nulla posuere sollicitudin aliquam.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Id nibh tortor id aliquet lectus proin nibh. Sodales ut etiam sit amet nisl purus in mollis.

Eget mi proin sed libero enim sed faucibus turpis.

Donec et odio pellentesque diam volutpat commodo sed.

Key Development Opportunities

Focus

Tincidunt augue interdum velit euismod in pellentesque massa placerat.

All Others

Nunc eget lorem dolor sed viverra ipsum nunc.

Sit amet mauris commodo quis imperdiet massa tincidunt nunc.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Rutrum quisque non tellus orci.

Amet facilisis magna etiam tempor orci eu. Lacus sed turpis tincidunt id aliquet risus feugiat in.

Improve Now

Focus

Netus et malesuada fames ac turpis egestas maecenas. Fermentum et sollicitudin ac orci phasellus.

All Others

Morbi tristique senectus et netus. Consectetur purus ut faucibus pulvinar elementum integer.

Fames ac turpis egestas sed tempus urna et pharetra.

Amet porttitor eget dolor morbi non arcu.

At risus viverra adipiscing at in tellus. Et netus et malesuada fames ac turpis egestas integer.

Facilisi nullam vehicula ipsum a arcu cursus vitae congue.

5 = Strongly Agree
 4 = Agree
 3 = Neither Agree nor Disagree
 2 = Disagree
 1 = Strongly Disagree

Overall	3.0
Focus	3.0
Manager	3.0
Other	3.0

RATINGS

Inspiring Others

How an individual supports and motivates others to give their best.

	OVERALL	FOCUS	MANAGER	OTHER
Builds & maintains genuine, supportive relationships with individuals	2.7	4.0	2.0	2.5
Inspires & motivates others to achieve organisational & individual goals	2.8	3.0	3.0	2.8
Is clear and convincing when communicating	3.0	2.0	3.0	3.3
Collaborates & negotiates effectively (esp. with challenging individuals, teams, & situations)	3.5	3.0	4.0	3.5

Comments

Strengths:

Focus

Diam vulputate ut pharetra sit amet aliquam id diam maecenas.

All Others

Praesent tristique magna sit amet purus gravida quis. Fusce id velit ut tortor.

Facilisi morbi tempus iaculis urna. Neque sodales ut etiam sit amet nisl purus.

Nisi vitae suscipit tellus mauris a diam. Ultrices in iaculis nunc sed augue lacus viverra vitae congue.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Viverra vitae congue eu consequat ac felis donec et odio.

Development Opportunities:

Focus

Integer malesuada nunc vel risus commodo viverra.

All Others

Id volutpat lacus laoreet non. Sagittis eu volutpat odio facilisis mauris sit amet massa vitae.

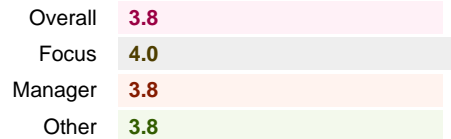
A pellentesque sit amet porttitor. Facilisi cras fermentum odio eu feugiat pretium nibh ipsum.

Nulla at volutpat diam ut venenatis tellus in metus vulputate. Aliquam etiam erat velit.

Sed sed risus pretium quam vulputate. Habitant morbi tristique senectus et netus.

Justo donec enim diam vulputate ut pharetra sit amet.

5 = Strongly Agree
 4 = Agree
 3 = Neither Agree nor Disagree
 2 = Disagree
 1 = Strongly Disagree



RATINGS

Organisational Vision

How an individual establishes and defines the vision & strategy.

	OVERALL	FOCUS	MANAGER	OTHER
Understands the priorities of the organisation (i.e., culture, values etc)	4.3	5.0	4.0	4.3
Defines an ambitious, compelling vision of the company's potential	3.5	4.0	4.0	3.3
Embraces complexity, tracking multiple routes to transformative change	3.7	5.0	3.0	3.5
Demonstrates sound judgement, based on shared ideas and risk assessment	3.7	2.0	4.0	4.0

Comments

Strengths:

Focus

Tincidunt id aliquet risus feugiat in ante metus dictum at.

All Others

Orci phasellus egetas tellus rutrum tellus pellentesque eu. Nullam ac tortor vitae purus.

Est ullamcorper eget nulla facilisi etiam.

At in tellus integer feugiat scelerisque. Neque vitae tempus quam pellentesque nec nam.

Rutrum quisque non tellus orci.

Risus viverra adipiscing at in tellus integer. In hendrerit gravida rutrum quisque non.

Development Opportunities:

Focus

Sagittis orci a scelerisque purus semper eget dui. Gravida rutrum quisque non tellus orci ac auctor.

All Others

Nam libero justo laoreet sit amet cursus sit amet.

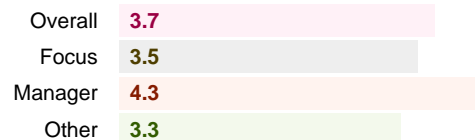
Egestas fringilla phasellus faucibus scelerisque eleifend donec.

In arcu cursus euismod quis viverra. Feugiat in ante metus dictum at tempor commodo ullamcorper.

At risus viverra adipiscing at in tellus.

Magnis dis parturient montes nascetur ridiculus.

5 = Strongly Agree
 4 = Agree
 3 = Neither Agree nor Disagree
 2 = Disagree
 1 = Strongly Disagree



RATINGS

Performance management

How an individual optimises own & others performance.

	OVERALL	FOCUS	MANAGER	OTHER
Actively promotes a working environment that targets & supports peak performance	3.3	4.0	3.0	3.3
Closely monitors performance of others, intervening firmly but sensitively when necessary	3.8	5.0	5.0	3.3
Is resilient, having effective strategies for dealing with work-related pressures and setbacks	3.3	2.0	5.0	3.3
Routinely reflects on own and others' performance, to maximise development & fulfil potential	3.5	3.0	4.0	3.5

Comments

Strengths:

Focus

Netus et malesuada fames ac turpis egestas integer eget. Felis imperdiet proin fermentum leo vel.

All Others

Enim nulla aliquet porttitor lacus.

Etiam non quam lacus suspendisse faucibus interdum.

Quam elementum pulvinar etiam non quam lacus suspendisse faucibus interdum.

Placerat in egestas erat imperdiet sed euismod. Vitae turpis massa sed elementum.

Consectetur lorem donec massa sapien faucibus et molestie. Nulla facilisi etiam dignissim diam.

Development Opportunities:

Focus

Congue eu consequat ac felis donec.

All Others

Consectetur purus ut faucibus pulvinar elementum integer enim neque.

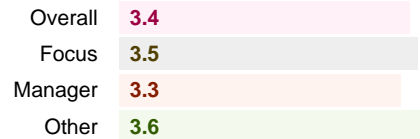
Proin nibh nisl condimentum id venenatis. In massa tempor nec feugiat nisl pretium fusce.

Consequat interdum varius sit amet. Leo vel orci porta non pulvinar.

Sagittis aliquam malesuada bibendum arcu vitae elementum.

Sagittis vitae et leo duis ut diam quam.

5 = Strongly Agree
 4 = Agree
 3 = Neither Agree nor Disagree
 2 = Disagree
 1 = Strongly Disagree



RATINGS

Organisational Management

How an individual optimises organisational performance & achieves results.

	OVERALL	FOCUS	MANAGER	OTHER
Is strongly focused on maximising individual & organisational performance & managing risk	3.5	4.0	4.0	3.3
Leverages internal & external relationships to deliver and share positive outcomes	3.3	5.0	4.0	2.8
Makes efficient use of available resources for short- & longer-term benefits	3.7	2.0	3.0	4.3
Navigates ambiguous & unfamiliar situations effectively	3.5	3.0	2.0	4.0

Comments

Strengths:

Focus
 Consectetur adipiscing elit dui tristique sollicitudin.

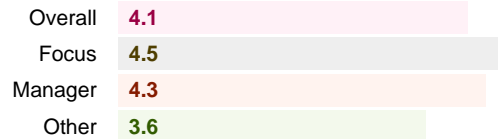
All Others
 Eu non diam phasellus vestibulum lorem. Eu ultrices vitae auctor eu augue ut.
 Enim lobortis scelerisque fermentum dui faucibus in ornare.
 Sed id semper risus in hendrerit gravida. Scelerisque viverra mauris in aliquam sem.
 Leo urna molestie at elementum eu facilisis sed. Aliquet bibendum enim facilisis gravida.
 Lectus arcu bibendum at varius vel pharetra vel turpis. Nec tincidunt praesent semper feugiat nibh sed pulvinar proin.

Development Opportunities:

Focus
 Id diam vel quam elementum pulvinar etiam non quam lacus.

All Others
 Posuere urna nec tincidunt praesent semper feugiat nibh sed.
 Ut etiam sit amet nisl purus in mollis. In fermentum et sollicitudin ac orci phasellus egestas tellus.
 Elit eget gravida cum sociis natoque penatibus et magnis.
 Sed viverra tellus in hac habitasse platea dictumst.
 Urna id volutpat lacus laoreet non curabitur gravida arcu ac.

- 5 = Strongly Agree
- 4 = Agree
- 3 = Neither Agree nor Disagree
- 2 = Disagree
- 1 = Strongly Disagree



RATINGS

Role Model

How an individual promotes respect and credibility whilst taking responsibility for faults.

	OVERALL	FOCUS	MANAGER	OTHER
Is a credible voice & role model in the organisation and across the industry	3.7	4.0	4.0	3.5
Demonstrates genuine respect for all staff members & customers	3.8	5.0	4.0	3.5
Accepts responsibility for decisions affecting delivery on key objectives	4.0	5.0	5.0	3.5
Welcomes constructive challenge, recognising need to keep learning	4.0	4.0	4.0	4.0

Comments

Strengths:

Focus

Interdum posuere lorem ipsum dolor sit. Ac feugiat sed lectus vestibulum mattis ullamcorper velit.

All Others

Est lorem ipsum dolor sit amet consectetur adipiscing elit.

Sed id semper risus in hendrerit. Est ullamcorper eget nulla facilisi etiam dignissim diam quis enim.

Morbi tempus iaculis urna id volutpat lacus laoreet non. Ut diam quam nulla porttitor massa id neque.

Sed turpis tincidunt id aliquet risus feugiat in ante.

ulputate eu scelerisque felis imperdiet proin fermentum.

Development Opportunities:

Focus

Mattis molestie a iaculis at erat pellentesque adipiscing commodo.

All Others

Nunc id cursus metus aliquam eleifend mi in. Sagittis nisl rhoncus mattis rhoncus urna neque viverra justo nec.

Rutrum quisque non tellus orci.

Id nibh tortor id aliquet lectus proin nibh. Sodales ut etiam sit amet nisl purus in mollis.

In hac habitasse platea dictumst.

Aliquam sem et tortor consequat id porta nibh venenatis.

Highest & Lowest Ratings

Listed below are the 5 highest & 5 lowest rated items from all feedback providers. The Focus' ratings are not used to calculate the highest and lowest but they are presented here for comparison.

Top 5

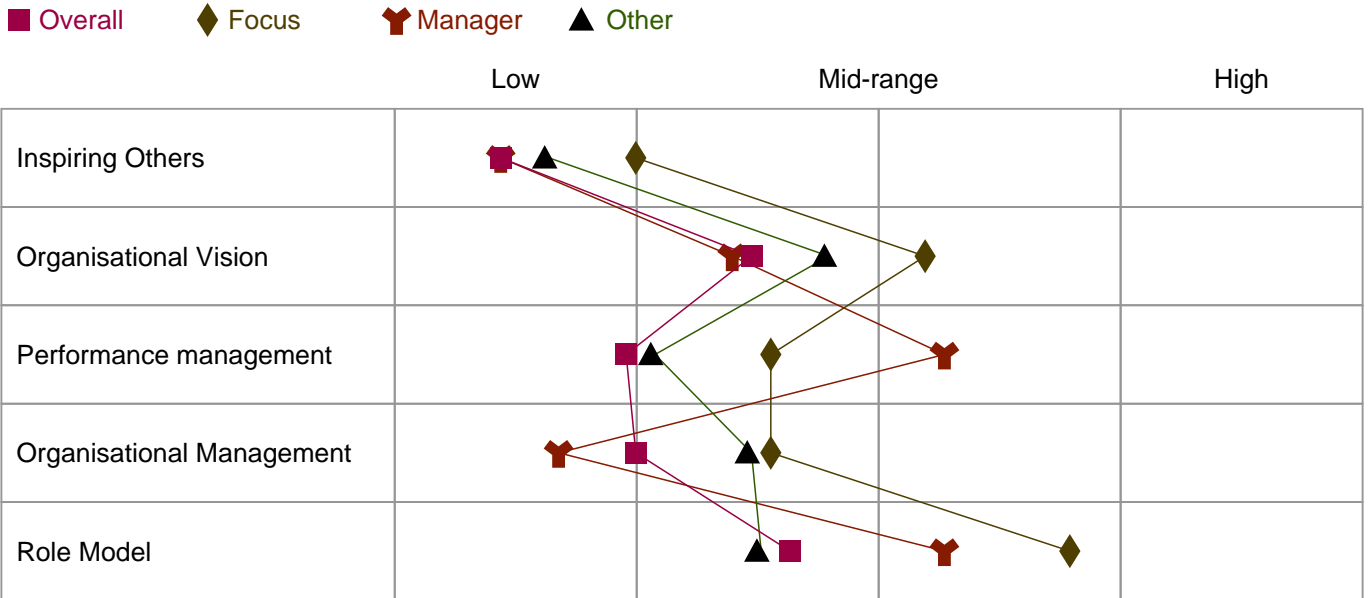
	OVERALL	FOCUS	MANAGER	OTHER
Understands the priorities of the organisation (i.e., culture, values etc)	4.2	5.0	4.0	4.3
Demonstrates sound judgement, based on shared ideas and risk assessment	4.0	2.0	4.0	4.0
Welcomes constructive challenge, recognising need to keep learning	4.0	4.0	4.0	4.0
Makes efficient use of available resources for short- & longer-term benefits	4.0	2.0	3.0	4.3
Accepts responsibility for decisions affecting delivery on key objectives	3.8	5.0	5.0	3.5

Bottom 5

	OVERALL	FOCUS	MANAGER	OTHER
Builds & maintains genuine, supportive relationships with individuals	2.4	4.0	2.0	2.5
Inspires & motivates others to achieve organisational & individual goals	2.8	3.0	3.0	2.8
Leverages internal & external relationships to deliver and share positive outcomes	3.0	5.0	4.0	2.8
Is clear and convincing when communicating	3.2	2.0	3.0	3.3
Actively promotes a working environment that targets & supports peak performance	3.2	4.0	3.0	3.3

Benchmark Comparison

The following graph provides a statistical benchmark comparison of Sam's competency scores, against a group of others who have also completed the same survey. The graph indicates whether Sam's scores, on each competency, are low, mid-range or high when compared with others.



This report was produced by Viewpoint Psychology Ltd.

Contact Us:

<https://viewpoint-psychology.com>

support@viewpoint-psychology.com