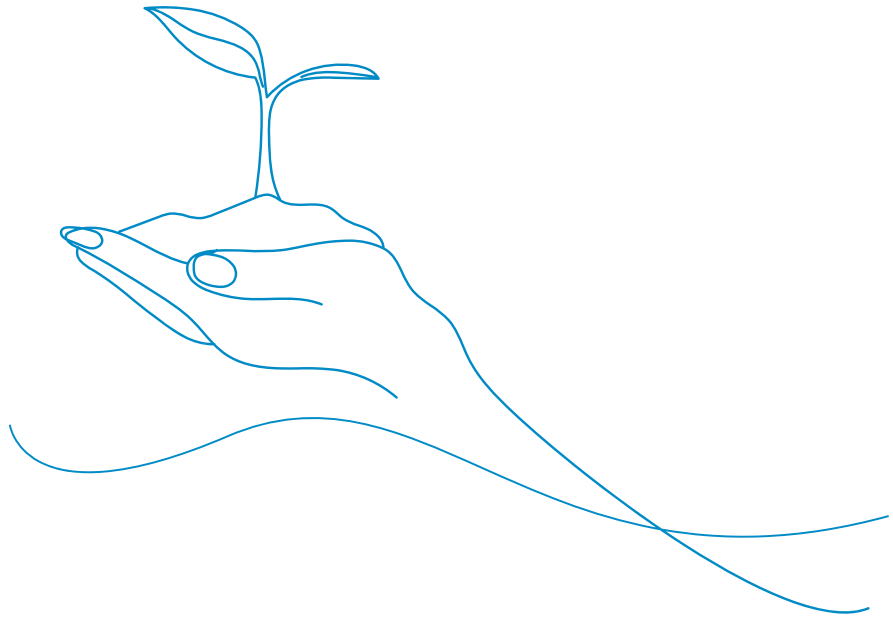


Sam Sample

Leader Develop Report

Winsborough Training



About this report

This report provides insights on your leadership style based on your personality.

The Leader Develop report is designed to distill your personality results into the key insights. You can use it by yourself or alongside other coaching or development processes.

Your results are firstly summarised in a brief overview. They are then discussed in greater detail across the four 'building blocks' essential for leadership success.

It is more important to focus on key themes as you read through your report, rather than single details.

How a person behaves:

Dealing with pressure, managing emotions, and responsiveness to feedback

How a person relates:

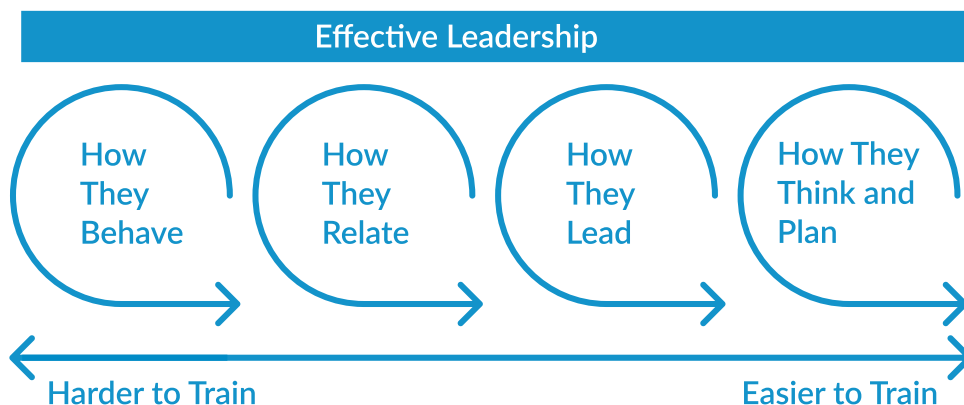
Communicating, advocating, and building relationships

How a person leads:

Building teams, leading outcomes, and developing people

How a person thinks and plans:

Thinking style, decision-making, and structuring work



How to use this report

This report contains the key insights from the [personality assessments](#) you completed. Personality measures provide valuable information about how people typically behave and what is important to them in their lives.

We know there is far more to you and your life than what can be derived from a short online survey.

This report is not intended to be the sole and definitive source of information about you. This report is [confidential](#) and is not intended for wide distribution. It should be stored securely and only shared with relevant others.

Remember, there is no such thing as the 'perfect person'. We all have strengths and areas in which to develop. The report will highlight these equally to help you identify where you might want leverage your strengths or focus your development.

At work our strengths and developmental areas are relative to the level of the role we are in and other contextual factors such as the culture and operating environment of the organisation.

Your overview

Here's a summary of your high level results. In the pages that follow you'll find each area explained in greater detail.

How you **behave**

As goal focused as most and you will invest time and energy in achieving outcomes. You care about doing well and should seek out performance feedback and reflect on it. However, stress, setbacks, and failure may have a disproportionate impact on you.

How you **relate**

As approachable as most, you will engage well with others. You are socially aware, can balance talking and listening, and flex your approach to suit the audience. You can also deal with contentious issues in a tactful way.

How you **lead**

You likely include your team when setting goals, considering individual needs and balancing individual success with team performance. When developing people, you ensure feedback and coaching are given as well as acknowledging their strengths and achievements.

How you **think and plan**

You have an appreciation of both operational realities and the bigger picture, along with with the ability to speculate about a variety of solutions and generate innovative but practical ideas. While organised and thorough, you should not seem rigid in the face of ambiguity or complexity. Your team will also notice a feeling of empowerment from the balance you strike between providing oversight and allowing autonomy.

Your behaviour

- sensitive to stress
- respectful

Under stress and pressure, you will function as well as most of your colleagues. In the moment you will remain composed and optimistic, however internally stress can have more of an impact than others realise. At the conclusion of a period of pressure you will likely appreciate time to recuperate and reflect. You will have a strong moral code and should hold yourself and others to high standards.

- emotionally reactive

Under sustained pressure, you may seem tense and easily rattled. Others may find themselves needing to reassure you and advocate for the positive.

- purposeful
- dominant

You should seem as persistent and energetic as most, taking on work that is reasonably challenging and working hard to deliver. Achievement and recognition are strong drivers, and you are likely to be drawn to important, high-profile projects in order to get ahead.

Under pressure, you are unlikely to show extremes in your behaviour, and will continue to balance the energy and resources needed to deliver your outcomes.

- dependable
- good natured

Preferring a work-hard, play-hard approach, you will take commitments seriously and expect your team to do the same. You profile as valuing convention and will prove to be ethical and principled. You will want to do well for the organisation without necessarily being rigid in how the rules are applied.

Under pressure, you are unlikely to show extremes in your behaviour, maintaining your fairly structured, yet responsive approach to work.

- self critical
- inquiring about feedback

Reflective and concerned about personal performance, you will acknowledge shortcomings but are prone to taking criticism to heart and can doubt your own abilities.

- reacts to feedback

Under pressure, you may overreact to feedback, making it seem worse than was warranted. Others may censor or hold back from providing constructive critique to you for fear of it being taken too personally.

Your relationships

- personable
- enjoys connection

Friendly, fairly outgoing, and cooperative, you will enjoy connecting with others and seem genuinely interested in their wellbeing. You should value collaborating and working in teams.

You are likely to listen thoughtfully and not dominate conversations. Socially skilled and approachable, you can blend an objective perspective with sensitivity to others' feelings.

Unlikely to show extremes when under pressure, you will remain fairly sociable and motivated to work with others.

- diplomatic
- resolves issues promptly

Comfortable being in charge and also warm and sensitive to those around, you can act as a facilitator or mediator when required. You should adeptly navigate conflict and enjoy the status that comes with leadership.

You are unlikely to show extremes in your behaviour when under pressure, remaining willing to address difficult topics with appropriate tact and empathy.

- sociable
- team oriented

Your profile shows you to be comfortable in a spokesperson role, though you may not go out of your way to seek out speaking opportunities or a high profile. You should be a credible organisational representative and advocate for your staff.

- small network
- restrained

Interested in connecting with others, you will seem relatively social and should proactively build and maintain a network of key customers and stakeholders. During conversations and interactions you should express understanding and excitement openly and give customers the feeling you understand their needs and are invested in helping them.

Your leadership

- reasonably ambitious •highly motivated to lead

You are driven by a strong need to be in charge, occupy leadership positions, and be recognised for your achievements. Moderately ambitious, you will be a thoughtful leader, who will set your team specific goals. You are likely to balance individual circumstances when managing performance, but be clear about the deliverables you expect. You will be tactful, and may sometimes not be as tough as needed in holding others to account.

Unlikely to show extremes in your behaviour when under pressure, you will be seen as having an amiable leadership style.

- sets standards | •maintains oversight

You are likely to be a detail-focused manager who will have high standards, keep the team informed, and check progress at regular intervals. Sometimes your team may find that you struggle with 'letting go' of tasks and feel that you manage their work too closely.

Unlikely to show extremes in times of stress, you will continue to balance delegation with sufficient oversight and support.

- explorative

You place a high value on exploring, find new things out, and using your imagination. You will enjoy and encourage a work environment that promotes learning, development and the opportunity for experimentation.

- fairly sociable •driven

You are energetic, goal oriented and will comfortably share your vision and influence others towards a common objective. Willing to consult, you are confident and socially capable, so should prove a good influencer.

You are unlikely to show extremes when under pressure, and will continue to be relatively sociable and outgoing when working with others.

Your thinking and planning

•inquisitive •wide interests

You are as curious as most other people and likely to enjoy contributing to creative problem solving as well as evaluating ideas for real-world action. With focused range of interests and a more concrete approach, it may prove less natural for you to engage in new ways of thinking and generate innovative ideas that really challenge conventional methods.

Your score on a test of cognitive ability was on par with other managers and professionals, indicating you will pick up new concepts as quickly as most and should deal effectively with unfamiliar problems.

Under pressure, you are unlikely to show extremes in behaviour, and will continue to show curiosity and enjoy finding solutions that have real-world applicability.

•explores differences •orderly

From an interest or motivational perspective, you will prefer a culture where differences are valued and curiosity and exploring new ideas is encouraged. You may be an early adopter, willing to explore interesting or innovative options. You will avoid the constraints of too much structure and may not always work systematically or logically.

•comfortable with ambiguity •thoughtful

While you should be reasonably comfortable with a degree of ambiguity or uncertainty, overall, you will prefer working in a stable environment. You may appear slower to act in the face of ambiguity.

In pressured situations, you are unlikely to show extremes in your behaviour. You will continue to adopt a considered approach when faced with change.

•balances speed and accuracy •strongly goal oriented

Focused on goals and material success, you will be organised, structured, and ensure that work is delivered on time and exceeds expectations.

When busy or stressed, you are unlikely to show extreme behaviours, and will continue to balance speed with accuracy to meet commitments.

Developmental prompts

Can people change?

We often get asked whether people can change the way they act. The good news is that the answer is YES!

The first step to being able to make changes is a clear understanding of how you are perceived by others. This is often referred to as self-awareness.

Be selective. We can only realistically focus on altering a couple of things at any one time! We would recommend picking less than three developmental goals.

When choosing your goals first consider whether there are any critical areas you need to remedy, or strengths to leverage. Then think about where you would like your career to go and the types of goals that would align with this. The best development goals are clear and specific so they can be tracked and measured over time.

Behaves

Be aware you are likely to feel and react to pressured environments more readily than others. A strength of this is being able to use your anxiety to alert others to areas of concern. Make sure to have in place strategies to maintain your own personal levels of resilience and ensure your reactions are not negatively impacting others.

Under pressure, you are likely to have a more emotive and passionate response than others. Make sure you have practical strategies in place to retain or regain composure during stressful situations and practice using your emotional resources sparingly so that people do not feel they need to practice mood management around you.

Relates

At times you are likely to hold back with your opinions to avoid the limelight or attention being placed on you. Practice making yourself heard and being comfortable with some attention, as this will increase your leadership impact and ability to connect with a wider audience.

How active a role do you typically play in meetings? How do you respond when a colleague comes to you with a problem?

Leads

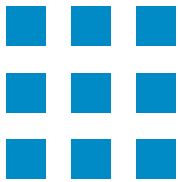
You can appear more relaxed when it comes to seeking out challenges and delivering on commitments than others. Remember to look for instances to pursue opportunities outside of what is required. Also, ensure you are holding yourself and others who are not delivering as agreed to account.

Spend a moment reflecting on the performance standards you place on yourself and others. How do you decide what work or projects you take on versus those that should be delegated to others? When does this change and what factors do you take into consideration when altering it?

Thinks and Plans

At times you may lose sight of the big picture or have difficulty prioritising. Take care to ensure planning, structure, and order do not take up more energy and resources than what is required for the task. Also, try to maintain an appropriate balance between consistency and embracing new opportunities.

Take this opportunity to reflect on the way you plan and complete work. How do you balance the quality of your work products with the need for completion? How would you describe your approach to making commitments to projects you are not sure you can deliver on? Are there any changes you could make to create a smoother workflow for yourself and those around you?



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