

# **LEAP - R2 (Leadership Potential Assessment - 2nd Revision)**

**Report for: RDC2014 RDC2014**

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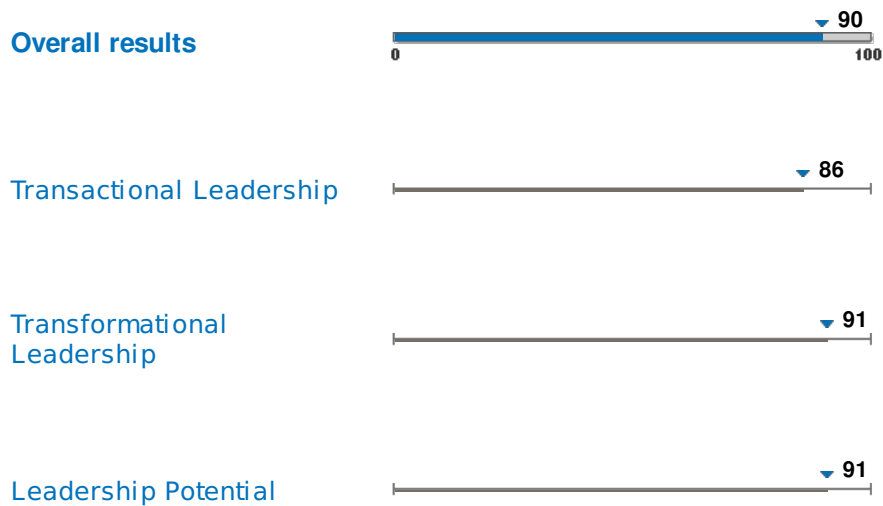
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## Summary

Leadership is getting other people to follow you towards a common goal, bringing out the best in the people around you, and helping people find a greater meaning in the everyday tasks they are asked to perform. A person who possesses the ability to lead is a great asset to any organization, group, or department.



RDC2014 appears to possess most of the qualities needed to be a great leader. Whether s/he has worked hard to develop his/her leadership qualities or s/he simply has a natural knack, s/he is in a great position to lead a group towards success. His/Her score indicates that s/he is quite competent and knows how to handle groups of people with finesse. As s/he surely realizes, leadership comes with a wide range of responsibilities and pressures. When s/he is at the head of the pack, s/he is expected to provide an example for the individuals s/he leads and set the tone for the way short and long-term projects will be carried out. If s/he gets overly stressed or slacks off, so will his/her team. While it may be a lot of weight to carry on his/her shoulders, s/he appears to be well equipped to deal with it.

## Introduction

What is leadership? Leadership is getting other people to follow you towards a common goal, bringing out the best in the people around you, and helping people find a greater meaning in the everyday tasks they are asked to perform. A person who possesses the ability to lead is a great asset to any organization, group, or department.

Almost anyone can lead, but it takes leadership to effectively lead in the right direction.

One of the most commonly accepted theories of leadership is that of transactional and transformational leadership. While some researchers have conceptualized these as separate and distinct methods of guidance or as the two ends of one continuum, many have begun to view transformational leadership in addition to transactional methods as being the most effective. Combined, these two techniques can help a leader go from acceptable to great.

So just what do transactional and transformational leadership methods entail? Transactional leadership consists of setting clear guidelines for behavior, rewarding good performance and punishing poor performance, providing feedback, and taking a management role in assigning tasks to others. Transformational leadership, according to our assessment, involves motivating and coaching employees to perform to the best of their ability, sharing a vision for the company or organization in a convincing and charismatic manner, solving problems in the company using an inventive approach, taking everyone's needs and ideas into account when making decisions, and setting an excellent example for others.

Research has revealed that effective leaders possess a specific personality profile. In essence, people who emerge as natural leaders are outgoing and comfortable interacting with others, possess high emotional stability, are agreeable and open-minded, and tend to be highly conscientious and responsible individuals. Unfortunately, those whose personalities differ greatly from this ideal will likely feel unnatural leading others, and may end up struggling should they find themselves in such a position.

To be an effective leader takes vision, flexibility, knowledge, communication, and hard work, among many other things. Those who have the desire and the determination to sharpen their wits, hone their skills, and accentuate their virtues can pull away and deftly lead others to success.

## Graphs

### Overall results



### Transactional Leadership



Delegating



Giving Feedback



Goal-setting



Rewarding Performance



### Transformational Leadership



Motivating



Coaching



Problem-solving



Vision



Collaboration



Setting an Example

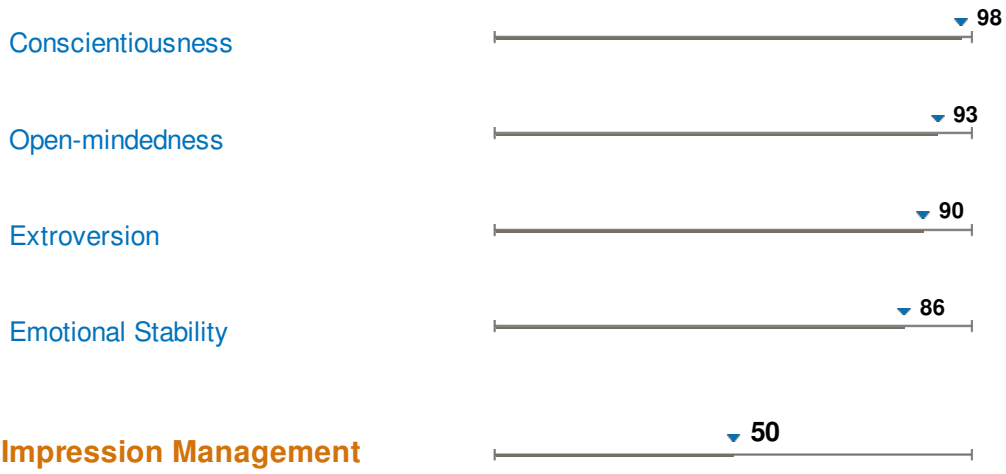


### Leadership Potential



Agreeableness





## Details

### Overall results (score 90)

RDC2014 appears to possess most of the qualities needed to be a great leader. Whether s/he has worked hard to develop his/her leadership qualities or s/he simply has a natural knack, s/he is in a great position to lead a group towards success. His/Her score indicates that s/he is quite competent and knows how to handle groups of people with finesse. As s/he surely realizes, leadership comes with a wide range of responsibilities and pressures. When s/he is at the head of the pack, s/he is expected to provide an example for the individuals s/he leads and set the tone for the way short and long-term projects will be carried out. If s/he gets overly stressed or slacks off, so will his/her team. While it may be a lot of weight to carry on his/her shoulders, s/he appears to be well equipped to deal with it.

Overall leadership aptitude.

### Transactional Leadership (score 86)

RDC2014's score on the transactional aspect of leadership was very high. S/he makes sure that others around him/her know what is expected of them, s/he doesn't hesitate to step in when a problem arises, and s/he tends to provide adequate feedback to keep people on track. This helps the people in his/her charge to know where they stand, feel comfortable knowing that their duties are clearly spelled out, and helps them improve when things go wrong.

Ability to set clear guidelines for behavior, reward good performance and punish poor performance, provide feedback, and take a management role in assigning tasks to others.

### Delegating (score 70)

RDC2014 is very comfortable delegating duties and related authority to others. By handing work over to junior employees, s/he is empowering them to learn more about their position as well as showing them that s/he has faith in their abilities.

Comfort with assigning duties to others.

### Giving Feedback (score 97)

RDC2014 is very good at providing appropriate and motivating feedback to other employees. After s/he offers advice, others probably feel more directed and sure of how to improve.

Ability to provide constructive feedback to others.

### Goal-setting (score 91)

RDC2014 tends to set many goals, both long and short-term. As a result, employees under his/her charge would likely be fully aware of what they should be striving for. This is good because people need both short-term and long-term goals in order to feel motivated to achieve.

Ability to set appropriate goals.

### Rewarding Performance (score 75)

RDC2014 believes that it is necessary to reward hard work. S/he recognizes that efforts should not go unnoticed.

Attitude towards rewarding performance.

### Transformational Leadership (score 91)

RDC2014's score on the transformational aspect of leadership was excellent. S/he makes an effort to bring out the best in others and works as a team member, seeking creative input and help from colleagues. S/he is able to communicate his/her vision in a way that makes people excited about his/her ideas, and, perhaps most importantly, s/he sets an example that makes others want to work hard as well. These skills are the things that differentiate good leaders from great ones. Individuals who use a transformational style are able to bring their department to a whole new level, creating an organization that is more productive and successful.

Involves motivating and coaching employees, sharing a vision for the company or organization, problem-solving, decision-making, and setting an excellent example.



**Motivating (score 100)**

RDC2014 is an excellent motivator. S/he inspires and supports others easily, drawing out a great performance from them.

Ability to motivate others.

**Coaching (score 97)**

RDC2014 is a good mentor. S/he provides employees with information, instruction, and suggestions regarding their job assignments and performance, while still leaving room for them to create their own solutions.

Ability to mentor others.

**Problem-solving (score 75)**

RDC2014 is an excellent problem-solver. When confronted with a problem, s/he looks at it from a number of different perspectives, searching for different ways to solve it. S/he thinks "outside the box" and enjoys toying with ideas.

Ability to come up with innovative and effective solutions.

**Vision (score 85)**

RDC2014 is quite capable of communicating a vision for the future in a manner that piques the interest of those around him/her. S/he has the charisma needed to sell his/her ideas to others.

Ability to effectively and persuasively express a vision to others.

**Collaboration (score 85)**

RDC2014 is very comfortable asking others for support and advice. Asking for help, input, or suggestions from others has many benefits - it helps the people s/he consults feel more valued and respected, gives him/her a more multifaceted perspective, and helps build the potential of other employees.

Willingness to solicit support and ideas from others.

**Setting an Example (score 98)**

RDC2014 sets an excellent example for others. Effective leaders inspire the best performance from others by behaving with integrity, working hard, being optimistic in the face of obstacles, and finishing what they set out to do.

Ability to set an appropriate example for others.

**Leadership Potential (score 91)**

RDC2014 possesses most, if not all of the personality traits of a leader. S/he is likely extroverted, agreeable, open-minded, responsible and organized, and possesses the confidence and resilience necessary to be a great leader. Research has shown that people who possess these characteristics are more likely to emerge as leaders and experience greater success in such positions.

Level of suitability for a leadership role.

**Agreeableness (score 89)**

RDC2014 is a very agreeable person. People likely find him/her approachable and forgiving.

Tendency to be approachable and friendly.

**Conscientiousness (score 98)**

RDC2014 is a reliable, disciplined, and careful worker, and others have likely learned to trust him/her and the work s/he produces.

Ability to work efficiently and effectively.

**Open-mindedness (score 93)**

RDC2014 is open to other viewpoints and trying new methods of solving problems. The most effective leaders are innovative and possess a unique vision, and are also flexible and willing to consider other people's ideas.

Willingness to accept other people's viewpoints.

### Extroversion (score 90)

RDC2014 is quite extroverted, and enjoys working with other people. Most extroverts are at ease interacting with others, and this makes it easy for them to deal with a variety of social settings. Although RDC2014 would likely be able to work on individual tasks, s/he is at his/her best when working on group projects or with the public.

Assesses orientation on an extroversion/introversion continuum.

### Emotional Stability (score 86)

RDC2014 reports having very stable emotions, and is able to bounce back after stressful events. Effective leaders must maintain control of their emotions even in difficult situations.

Ability to cope with stress and control one's emotions.

### Impression Management (score 50)

RDC2014 showed few signs of exaggerating his/her leadership ability. Some people tend to respond in a socially desirable manner when taking tests, but this did not appear to be the case with him/her.

Assesses tendency to respond in a socially desirable manner.

## Strengths & Limitations

Below you will find a summarized version of RDC2014's results, characterized as Strengths, Potential Strengths, and Limitations.

### Strengths

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- S/he has excellent leadership potential
- S/he uses transactional leadership techniques
- S/he uses transformational leadership techniques
- S/he possesses all or most of the personality characteristics of the ideal leader
- S/he provides helpful feedback to others
- S/he has good goal-setting skills
- S/he is able to motivate others
- S/he has good coaching ability
- S/he possesses a visionary outlook
- S/he collaborates well with others
- S/he sets a good example for others
- S/he is easy to get along with
- S/he behaves in a responsible manner
- S/he keeps an open-minded and flexible attitude
- S/he is outgoing and enjoys interacting with others
- S/he reports experiencing stable emotions

### Potential Strengths

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- S/he is generally comfortable delegating tasks to others
- S/he generally grasps the importance of rewarding performance
- S/he is somewhat creative when problem solving

### Limitations

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- No limitations detected

One study of Fortune 1000 companies concluded that the overriding distinguishing feature of the companies that achieved a significant performance improvement was a change in leadership.

## Advice

Below are some tips that can help members of an organization reach their highest potential using Transactional and Transformational Leadership. For more tips on these topics, download the PDF file that follows.

- **Encourage your employees to take more initiative.** There is always some risk involved in delegation. At first, your employees may not do the job as well or as fast as you would. They may make some mistakes. Recognize that errors are part of the learning experience, and are a necessary step in the development of employees' potential. Provide encouragement and advice, and reward them if they go the extra mile.
- **Show appreciation.** Employers should be aware that on a day-to-day basis, all they need to do to keep an employee motivated is offer an emphatic "Thank you!" or "Good job!" when appropriate.
- **Take the time to figure out what is really important to the organization.** Pursuing something that doesn't lead to organizational goals is generally a waste of time. Why spend precious energy working towards something if it doesn't help you and the rest of the team achieve your objectives? Define what it is that needs to be accomplished, along with the smaller steps that will need to be carried out along the way.
- **Allow yourself to be guided by your intuition.** For most of us, the practice of allowing our intuition to guide us is really a new way of life, very different from what we have been taught in the past. If we have been conditioned to try to approach life entirely rationally, to follow certain rules, or to do what we think other people want us to do, then beginning to follow our own inner sense of truth is a major shift. It's natural for it to take some time and it may be a little difficult and confusing - your gut feeling may sometimes be wiser than your rational self. By all means, look at problems rationally - realize that your intuition is guided by an inner wisdom and can identify issues that are suppressed by rationality.
- **Provide all the resources employees need for improvement.** Ensure access to information, educational resources, and support. In addition, make sure that employees have enough time to fulfill the task. Be available in case they have questions.
- **Define the goals of the organization and make sure that everyone keeps them in mind.** You may want to post them in strategic places or even send memos. Make sure that the goals are reasonable and that the people who will be responsible for implementing them have had some say in the matter. Keeping people moving towards goals will ensure that the company has a forward momentum.
- **Enlist the advice of higher-ups, subordinates and colleagues.** Everyone in the department and organization has to live with the company's vision, therefore it makes sense that a wide variety of people take part in its development.
- **Be aware of the benefits of collaborating with employees.** It helps establish a rapport with subordinates as well as develops future leaders. Each time you ask for help, you send the message that every person's input is important and valued, not to mention help improve the skill level in your department.

For more tips on these topics, download the following [PDF file](#).