

# Leatherman Leadership Questionnaire II

Participant Name: JOHN DOE JR.

Organization: XYZ CORPORATION

		(A) % YOU GOT RIGHT	(B) % YOUR GROUP GOT RIGHT	(C) HIGHEST POSSIBLE SCORE	(D) YOUR SCORE	(E) YOUR GROUP'S SCORE	(F) INTERNATIONAL AVERAGE SCORE	(G) YOUR PERCENTILE RANK	(H) YOUR STRENGTHS AND NEEDS	(I) YOUR GROUP'S PERCENTILE RANK
1	Assigning Work	88	99	73	64	72	41	99.5	STRENGTH	99.5
2	Mentoring	77	97	82	63	80	43	97.8	STRENGTH	99.7
3	Coaching Employees	70	97	87	61	84	51	88.9	STRENGTH	99.7
4	Oral (One-on-one) Communication	64	96	81	52	78	49	62.2	STRENGTH	99.2
5	Managing Change	65	96	84	55	81	53	58.5	STRENGTH	99.7
6	Handling Emotional Situations with Employees	50	94	61	31	57	31	54.7	OK	99.4
7	Managing Conflicts & Grievances	82	98	74	61	73	41	94.8	STRENGTH	98.8
8	Counseling a Problem Employee	70	97	63	44	61	42	61.9	STRENGTH	96.1
9	Helping An Employee Make Decisions	44	94	71	31	67	33	62.0	STRENGTH	99.8
10	Delegating	80	98	80	64	78	48	92.2	STRENGTH	99.0
11	Taking Disciplinary Action	75	97	58	44	56	37	82.6	STRENGTH	98.8
12	Vision and Strategic Planning	43	94	91	39	86	43	48.1	OK	99.8
13	Setting Goals & Objectives, Planning with Employees	91	99	92	84	91	63	95.8	STRENGTH	95.8
14	Trust and Loyalty Within An Organization	45	94	94	42	88	60	21.3	NEED	98.0
15	Conducting Employee Meetings	88	99	64	56	63	45	95.7	STRENGTH	99.3
16	Giving Positive Feedback	100	100	85	85	85	53	99.9	STRENGTH	99.9
17	Negotiating	83	98	67	56	66	42	95.5	STRENGTH	99.6
18	Conducting Performance Appraisals	61	96	65	40	62	38	60.2	STRENGTH	99.7
19	Establishing Performance Standards	63	96	84	53	81	52	60.9	STRENGTH	98.2
20	Persuading/Influencing Employees	56	95	77	43	73	38	73.7	STRENGTH	99.7
21	Ethics in the Organization	42	94	90	38	85	54	20.3	NEED	99.3
22	Problem Solving With Employees	64	96	78	50	75	55	40.2	NEED	93.4
23	Conducting Selection Interviews	81	98	59	48	58	38	88.6	STRENGTH	99.5
24	Team Building	77	97	88	68	85	59	73.4	STRENGTH	97.0
25	Organizational Culture	63	96	75	47	72	40	80.4	STRENGTH	99.4
26	Project Management	46	94	70	32	66	32	60.5	STRENGTH	99.8
27	One-On-One Training	71	97	68	48	66	40	81.1	STRENGTH	99.5
Total				2061	1399	1989	1221	72.2		98.8

Your score (D) is the percent you got right (A) times the highest possible score (C) for that section.

Your group's score (E) is the percent your group got right (B) times the highest possible score (C) for that section.

Your group may be comprised of all the participants from your organization that have completed the assessment; or the participants from your organization that completed the assessment at the same time as you did. If your group score is identical to your score, you are the only one in the group.

The international average score (F) is the average score of all participants from all organizations, that have completed the assessment. Your percentile rank (G) shows how well you did in comparison to others who have taken the assessment. Your percentile rank scores represent the percentage of the population you scored as well or better than.

Your strengths and needs (H) identifies where you have high knowledge and where opportunities exist.

Your group's percentile (I) compares your group's score to others who have taken this assessment.

SO WHAT DOES IT ALL MEAN?

1. Compare your score (D) with your group's score (E).

2. Compare your scored (D) with the international average score (F).

3. Look at your percentile rank (G) to see how you scored compared to the others who have completed the assessment.

4. Utilized this report and the Self-Development Action Plan to aid you in continued development of your leadership skills and abilities.