

Leatherman Leadership Questionnaire

Participant Name: JANE DOE

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	63	61	80	50	49	45	77.3	STRENGTH	48.9
2	Career Counseling	70	75	66	46	50	45	61.6	STRENGTH	61.6
3	Coaching Employees	100	96	80	80	77	69	99.9	STRENGTH	60.4
4	Oral Communication	76	73	91	69	66	61	75.9	STRENGTH	64.3
5	Managing Change	70	71	78	55	55	51	62.6	STRENGTH	62.6
6	Handling Employee Complaints	44	64	76	33	49	46	30.0	NEED	48.0
7	Dealing With Employee Conflicts	80	79	74	59	58	56	70.1	STRENGTH	43.6
8	Counseling On Attendance, Performance, Work Habits	60	63	72	43	45	48	43.2	NEED	43.2
9	Helping An Employee Make Decisions	56	52	66	37	34	34	76.4	STRENGTH	46.1
10	Delegating	80	83	81	65	67	58	71.7	STRENGTH	71.7
11	Taking Disciplinary Action	79	78	74	58	58	55	66.5	STRENGTH	50.1
12	Handling Emotional Situations	33	51	65	21	33	28	44.8	NEED	68.1
13	Setting Goals And Objectives & Planning With Employees	82	80	80	66	64	54	81.9	STRENGTH	63.3
14	Handling Employee Grievances	46	80	73	34	58	53	12.5	NEED	64.3
15	Conducting Employee Meetings	81	76	64	52	49	44	83.4	STRENGTH	67.9
16	Giving Positive Feedback	67	76	86	58	65	56	57.3	STRENGTH	57.3
17	Negotiating	67	77	66	44	51	46	42.8	NEED	57.7
18	Conducting Performance Appraisals	67	59	79	53	47	47	72.1	STRENGTH	46.8
19	Establishing Performance Standards	63	73	79	50	58	51	52.0	OK	52.0
20	Persuading/Influencing Employees	67	67	67	45	45	45	59.2	STRENGTH	59.2
21	Making Presentations To Employees	80	73	57	46	42	40	76.6	STRENGTH	59.5
22	Problem Solving With Employees	73	82	74	54	61	53	54.7	OK	74.7
23	Conducting Selection Interviews	71	75	74	53	56	47	65.2	STRENGTH	65.2
24	Team Building	77	75	82	63	62	57	65.4	STRENGTH	50.1
25	Conducting Termination Interviews	85	68	64	54	44	38	94.7	STRENGTH	56.7
26	Helping An Employee Manage Time	88	75	67	59	50	45	90.8	STRENGTH	68.7
27	One-On-One Training	50	58	71	36	41	40	39.9	NEED	54.5
Total				1986	1383	1434	1312	64.0		58.0

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.