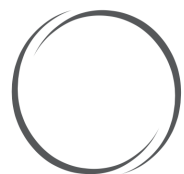




**Behnam Soleymanabadi**  
**The Leadership Circle Self Assessment Report**  
2019-01-04



The Leadership Circle™

# The Leadership Circle Self Assessment Report

Behnam Soleymanabadi

2019-01-04

Average Response on a 5 - Point Scale

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	5.00	-	-	-	-	-	-
Self-Awareness	4.47	-	-	-	-	-	-
Authenticity	5.00	-	-	-	-	-	-
Systems Awareness	4.96	-	-	-	-	-	-
Achieving	4.97	-	-	-	-	-	-
Controlling	3.76	-	-	-	-	-	-
Protecting	1.90	-	-	-	-	-	-
Complying	2.86	-	-	-	-	-	-
Leadership Effectiveness	5.00	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

# The Leadership Circle Self Assessment Report

Behnam Soleymanabadi

2019-01-04

Percentile Scores: Comparison to the Norm Group

	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
Relating	100 %	-	-	-	-	-	-
Self-Awareness	97 %	-	-	-	-	-	-
Authenticity	99 %	-	-	-	-	-	-
Systems Awareness	100 %	-	-	-	-	-	-
Achieving	100 %	-	-	-	-	-	-
Controlling	98 %	-	-	-	-	-	-
Protecting	31 %	-	-	-	-	-	-
Complying	87 %	-	-	-	-	-	-
Reactive-Creative Scale	80 %	-	-	-	-	-	-
Relationship-Task Balance	96 %	-	-	-	-	-	-
Leadership Potential Utilization	90 %	-	-	-	-	-	-
Leadership Effectiveness	100 %	-	-	-	-	-	-
Number of Assessors	1	0	0	0	0	0	0

# THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

## Creative Dimensions

Behnam Soleymanabadi

2019-01-04	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Relating	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Caring Connection	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Fosters Team Play	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Collaborator	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Mentoring & Developing	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Interpersonal Intelligence	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Self-Awareness	97 %	-	-	-	-	-	-
Average Response	4.47	-	-	-	-	-	-
Selfless Leader	10 %	-	-	-	-	-	-
Average Response	3.15	-	-	-	-	-	-
Balance	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Composure	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Personal Learner	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Authenticity	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Integrity	92 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Courageous Authenticity	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-

# Questions Related to Each Dimension

## Creative Dimensions

### Relating

Caring Connection	I connect deeply with others. I form warm and caring relationships. I am compassionate.
Fosters Team Play	I create a positive climate that supports people doing their best. I share leadership. I promote high levels of teamwork through my leadership style.
Collaborator	I negotiate for the best interest of both parties. I work to find common ground. I create common ground for agreement.
Mentoring & Developing	I help direct reports create development plans. I help people learn, improve, and change. I provide feedback focused on professional growth. I am a people builder/developer.
Interpersonal Intelligence	I display a high degree of skill in resolving conflict. I take responsibility for my part of relationship problems. I directly address issues that get in the way of team performance. I listen openly to criticism and ask questions to further understand. In a conflict, I accurately restate the opinions of others.

### Self-Awareness

Selfless Leader	I act with humility. I get the job done with no need to attract attention to myself. I lead in ways that others say, 'we did it ourselves.' I am relatively uninterested in personal credit. I take forthright action without needing recognition.
Balance	I find enough time for personal reflection. I balance work and personal life.
Composure	I am composed under pressure. I handle stress and pressure very well. I am a calming influence in difficult situations.
Personal Learner	I personally search for meaning. I investigate the deeper reality that lies behind events/circumstances. I learn from mistakes. I examine the assumptions that lay behind my actions.

### Authenticity

Integrity	I lead in a manner that is completely aligned with my values. I exhibit personal behavior consistent with my values. I hold to my values during good and bad times.
Courageous Authenticity	I speak directly even on controversial issues. I am courageous in meetings. I surface the issues others are reluctant to talk about.

# THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

## Creative Dimensions (Continued)

**Behnam Soleymanabadi**

2019-01-04	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Systems Awareness	100 %	-	-	-	-	-	-
Average Response	4.96	-	-	-	-	-	-
Community Concern	99 %	-	-	-	-	-	-
Average Response	4.90	-	-	-	-	-	-
Sustainable Productivity	99 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Systems Thinker	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Achieving	100 %	-	-	-	-	-	-
Average Response	4.97	-	-	-	-	-	-
Strategic Focus	100 %	-	-	-	-	-	-
Average Response	4.95	-	-	-	-	-	-
Purposeful & Visionary	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Achieves Results	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Decisiveness	98 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-

## Questions Related to Each Dimension

### Creative Dimensions (Continued)

#### Systems Awareness

Community Concern	<ul style="list-style-type: none"><li>I attend to the long-term impact of strategic decisions on the community.</li><li>I balance community welfare with short-term profitability.</li><li>I live an ethic of service to others and the world.</li><li>I stress the role of the organization as corporate citizen.</li><li>I create vision that goes beyond the organization to include making a positive impact on the world.</li></ul>
Sustainable Productivity	<ul style="list-style-type: none"><li>I balance 'bottom line' results with other organizational goals.</li><li>I balance short-term results with long-term organizational health.</li><li>I allocate resources appropriately so as not to use people up.</li></ul>
Systems Thinker	<ul style="list-style-type: none"><li>I redesign the system to solve multiple problems simultaneously.</li><li>I evolve organizational systems until they produce envisioned results.</li><li>I reduce activities that waste resources.</li></ul>

#### Achieving

Strategic Focus	<ul style="list-style-type: none"><li>I have a firm grasp of the market place dynamics.</li><li>I provide strategic direction that is thoroughly thought through.</li><li>I focus in quickly on the key issues.</li><li>I accurately anticipate future consequences to current action.</li><li>I see the integration between all parts of the system.</li><li>I establish a strategic direction that helps the organization to thrive.</li><li>I stay abreast of trends in the external environment that could impact the business currently and in the future.</li><li>I integrate multiple streams of information into a coherent strategy.</li><li>I am a gifted strategist.</li></ul>
Purposeful & Visionary	<ul style="list-style-type: none"><li>I articulate a vision that creates alignment within the organization.</li><li>I live and work with a deep sense of purpose.</li><li>I communicate a compelling vision.</li><li>I am a good role model for the vision I espouse.</li><li>I provide strategic vision for the organization.</li><li>I inspire others with vision.</li></ul>
Achieves Results	<ul style="list-style-type: none"><li>I pursue results with drive and energy.</li><li>I strive for continuous improvement.</li><li>I am proficient at achieving high quality results on key initiatives.</li><li>I am quick to seize opportunities upon noticing them.</li></ul>
Decisiveness	<ul style="list-style-type: none"><li>I make the tough decisions when required.</li><li>I am an efficient decision maker.</li><li>I make decisions in a timely manner.</li></ul>

# THE LEADERSHIP CIRCLE SELF ASSESSMENT RESULTS

## Reactive Dimensions

**Behnam Soleymanabadi**

2019-01-04	Self Evaluations	Evaluators	Boss's Boss	Boss	Peers	Direct Reports	Other
	1	0	0	0	0	0	0
Controlling	98 %	-	-	-	-	-	-
Average Response	3.76	-	-	-	-	-	-
Perfect	100 %	-	-	-	-	-	-
Average Response	5.00	-	-	-	-	-	-
Driven	95 %	-	-	-	-	-	-
Average Response	4.60	-	-	-	-	-	-
Ambition	98 %	-	-	-	-	-	-
Average Response	4.41	-	-	-	-	-	-
Autocratic	95 %	-	-	-	-	-	-
Average Response	3.41	-	-	-	-	-	-
Protecting	31 %	-	-	-	-	-	-
Average Response	1.90	-	-	-	-	-	-
Arrogance	33 %	-	-	-	-	-	-
Average Response	1.70	-	-	-	-	-	-
Critical	6 %	-	-	-	-	-	-
Average Response	1.37	-	-	-	-	-	-
Distance	61 %	-	-	-	-	-	-
Average Response	2.42	-	-	-	-	-	-
Complying	87 %	-	-	-	-	-	-
Average Response	2.86	-	-	-	-	-	-
Passive	82 %	-	-	-	-	-	-
Average Response	2.49	-	-	-	-	-	-
Belonging	88 %	-	-	-	-	-	-
Average Response	3.24	-	-	-	-	-	-
Pleasing	61 %	-	-	-	-	-	-
Average Response	3.18	-	-	-	-	-	-
Conservative	95 %	-	-	-	-	-	-
Average Response	4.11	-	-	-	-	-	-



# Questions Related to Each Dimension

## Reactive Dimensions

### Controlling

Perfect  
I try to do everything perfectly well.  
I am critical of myself when things don't go as well as expected.  
I believe average is definitely not good enough.  
I need to perform flawlessly.  
I am a perfectionist.  
I need to excel in every situation.  
I expect extremely high standards of others.

Driven  
I drive myself excessively hard.  
I am a workaholic.  
I try too hard to be the best at everything I take on.  
I push myself too hard.

Ambition  
I am aggressive.  
I believe to feel good, one must constantly move up.  
I believe winning is what really matters.  
I am excessively ambitious.

Autocratic  
I have to get my own way.  
I tend to control others.  
I am domineering.  
I dictate rather than influence what others do.  
I pursue results at the expense of people.

### Protecting

Arrogance  
I am self-centered.  
I have too big of an ego.  
I am arrogant.

Critical  
I am sarcastic and/or cynical.  
I am critical.  
I hurt people's feelings.  
I put people down.

Distance  
I am emotionally distant.  
I remain standoffish.  
I am hard to get to know.  
I am aloof.

### Complying

Passive  
I am wishy-washy in decision making.  
I lack drive.  
I lack passion.  
I am passive.

Belonging  
I am overly conservative.  
I work too hard for others' acceptance.  
I adopt others' points of view so as not to disappoint them.  
I play it too safe.  
I try too hard to conform to the group's rules/norms.  
I try to please others by going along to get along.

Pleasing  
I need to be accepted by others.  
I need to be admired by others.  
I worry about others' judgment.  
I need the approval of others.

Conservative  
I am conservative.  
I follow conventional ways of doing things.  
I conform to rules.

### Sorted by Self Percentile

Behnam Soleymanabadi	Self Percentile	Evaluator Percentile
<b>Dimensions</b>		
Perfect	100 %	-
Strategic Focus	100 %	-
Purposeful & Visionary	100 %	-
Systems Thinker	100 %	-
Courageous Authenticity	100 %	-
Collaborator	100 %	-
Caring Connection	100 %	-
Interpersonal Intelligence	100 %	-
Fosters Team Play	100 %	-
Sustainable Productivity	99 %	-
Community Concern	99 %	-
Balance	99 %	-
Personal Learner	99 %	-
Ambition	98 %	-
Decisiveness	98 %	-
Achieves Results	98 %	-
Composure	98 %	-
Mentoring & Developing	98 %	-
Conservative	95 %	-
Driven	95 %	-
Autocratic	95 %	-
Integrity	92 %	-
Belonging	88 %	-
Passive	82 %	-
Pleasing	61 %	-
Distance	61 %	-
Arrogance	33 %	-
Selfless Leader	10 %	-
Critical	6 %	-
<b>Summary Dimensions</b>		
Achieving	100 %	-
Systems Awareness	100 %	-
Relating	100 %	-
Authenticity	99 %	-
Controlling	98 %	-
Self-Awareness	97 %	-
Complying	87 %	-
Protecting	31 %	-
<b>Summary Measures</b>		
Leadership Effectiveness	100 %	-
Relationship-Task Balance	96 %	-
Leadership Potential Utilization	90 %	-
Reactive-Creative Scale	80 %	-

### Sorted by Evaluator Percentile

Behnam Soleymanabadi	Self Percentile	Evaluator Percentile
<b>Dimensions</b>		
Pleasing	61 %	-
Conservative	95 %	-
Passive	82 %	-
Belonging	88 %	-
Arrogance	33 %	-
Distance	61 %	-
Critical	6 %	-
Perfect	100 %	-
Ambition	98 %	-
Driven	95 %	-
Autocratic	95 %	-
Strategic Focus	100 %	-
Decisiveness	98 %	-
Achieves Results	98 %	-
Purposeful & Visionary	100 %	-
Sustainable Productivity	99 %	-
Systems Thinker	100 %	-
Community Concern	99 %	-
Integrity	92 %	-
Courageous Authenticity	100 %	-
Balance	99 %	-
Personal Learner	99 %	-
Selfless Leader	10 %	-
Composure	98 %	-
Collaborator	100 %	-
Mentoring & Developing	98 %	-
Caring Connection	100 %	-
Interpersonal Intelligence	100 %	-
Fosters Team Play	100 %	-
<b>Summary Dimensions</b>		
Complying	87 %	-
Protecting	31 %	-
Controlling	98 %	-
Achieving	100 %	-
Systems Awareness	100 %	-
Authenticity	99 %	-
Self-Awareness	97 %	-
Relating	100 %	-
<b>Summary Measures</b>		
Leadership Effectiveness	100 %	-
Leadership Potential Utilization	90 %	-
Relationship-Task Balance	96 %	-
Reactive-Creative Scale	80 %	-

