



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

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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)

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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 Awarenes	S				
Community Concern	I attend to the long-term impact of strategic decisions on the community.				
	I balance community welfare with short-term profitability.				
	I live an ethic of service to others and the world.				
	I stress the role of the organization as corporate citizen.				
	I create vision that goes beyond the organization to include making a positive impact on the world.				
Sustainable Productivity	I balance 'bottom line' results with other organizational goals.				
	I balance short-term results with long-term organizational health.				
	I allocate resources appropriately so as not to use people up.				
Systems Thinker	I redesign the system to solve multiple problems simultaneously.				
	I evolve organizational systems until they produce envisioned results.				
	I reduce activities that waste resources.				
Achieving					
Strategic Focus	I have a firm grasp of the market place dynamics.				
	I provide strategic direction that is thoroughly thought through.				
	I focus in quickly on the key issues.				
	I accurately anticipate future consequences to current action.				
	I see the integration between all parts of the system.				
	I establish a strategic direction that helps the organization to thrive.				
	I stay abreast of trends in the external environment that could impact the business currently and in the future.				
	I integrate multiple streams of information into a coherent strategy.				
	I am a gifted strategist.				
Purposeful & Visionary	I articulate a vision that creates alignment within the organization.				
	I live and work with a deep sense of purpose.				
	I communicate a compelling vision.				
	I am a good role model for the vision I espouse.				
	I provide strategic vision for the organization.				
	I inspire others with vision.				
Achieves Results	I pursue results with drive and energy.				
	I strive for continuous improvement.				
	I am proficient at achieving high quality results on key initiatives.				
	I am quick to seize opportunities upon noticing them.				
Decisiveness	I make the tough decisions when required.				
	I am an efficient decision maker.				
	I make decisions in a timely manner.				

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	l 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	l am self-centered.
	I have too big of an ego.
	l am arrogant.
Critical	I am sarcastic and/or cynical.
	I am critical.
	I hurt people's feelings.
	l put people down.
Distance	I am emotionally distant.
	I remain standoffish.
	I am hard to get to know.
	l 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	l am conservative.
	I follow conventional ways of doing things.
	I conform to rules.

Sorted by Self Percentile

Perfect 100 % - F Strategic Focus 100 % - C Purposeful & Visionary 100 % - F Systems Thinker 100 % - F Courageous Authenticity 100 % - F Collaborator 100 % - C Caring Connection 100 % - C Interpersonal Intelligence 100 % - F Fosters Team Play 100 % - F Community Concern 99 % - C Balance 99 % - C F Decisiveness 98 % - F F Ambition 98 % - F F Composure 98 % - F F Conservative 95 % - F F Driven 95 % - F F Belonging 88 % - C G Driven 95 % - F F Belonging 61	Behnam Soleymanabadi	Self Percentile	Evaluator Percentile	B
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Sorted by Evaluator Percentile

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		96 %	-
	Reactive-Creative Scale	80 %	-

End of Behnam Soleymanabadi's Report