

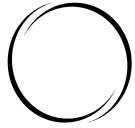
## Collective Leadership Assessment™ Demographics Jan 2019

Database break down:

- 22,450 companies for all products
- 4,996 LCS groups
- 92,427 LCS participants

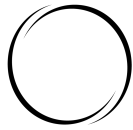
Gender	Participants
Female	24,012
Male	28,830
Prefer not to answer	39,585

Management Level	Participants
Board Member	196
CEO	962
CFO	619
COO	123
C-suite Other	442
President	422
Senior Vice President	477
Vice President	3,222
Executive Director	1,456
Director	7,195
General Manager	1,006
Manager	14,447
Supervisor	2,558
Foreperson/Foreman	51
Team Leader	1,152
Other	17,719
Prefer not to answer	40,380



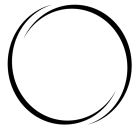
Profession	Participants
Accounting professional	2,494
Architect	31
Armed forces professional	19
Arts professional	53
Banking professional	482
Broadcasting/Media professional	855
Business professional	1,876
Coach	108
Community health professional	19
Computer science professional	639
Consultant	1,252
Criminal justice professional	19
Doctor/Physician/Dentist	1,934
Educator/Teacher/Professor	1,568
Engineer	3,923
Entrepreneur	227
Environmentalist	101
Finance professional	3,898
Health Care Administrator	212
Health Care professional	556
Human Resource professional	2,252
Insurance professional	108
IT professional	3,826

Profession	Participants
Judge	3
Law Enforcement professional	93
Lawyer/Solicitor	964
Legal professional	121
Marketing professional	3,313
Non-Profit professional	281
Nurse	179
Organizational Development professional	937
Other	13,591
Parks and Recreation professional	44
Psychiatrist/Psychologist	50
Public Administration professional	1,903
Public Health professional	91
Religion professional	163
Sales professional	3,016
Scientist	479
Service professional	216
Social worker	806
Sports professional	56
Trainer	413
Prefer not to answer	39,256



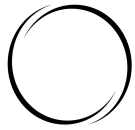
Industry	Participants
Advertising	286
Agriculture	643
Airlines	9
Apparel	74
Arts and Cultural	18
Automotive	549
Banking	669
Biotechnology	510
Commercial services	34
Communication	89
Construction	775
Defense/Defence	293
Education	5,053
Energy	2,995
Engineering	1,948
Entertainment	33
Fast Moving Consumer Goods	68
Financial	6,776
Fisheries	25
Food and Beverage	1,134
Forestry	4
Government: Federal/National	507
Government: Local	406
Government: Public Administration	524
Government: State	4,673
Healthcare	7,076
Healthcare equipment	323
Hotel/Hospitality	46
Information Services	87
Information Tech: Data storage	16
Information Tech: Hardware	39
Information Tech: Manufacturing	25
Information Tech: Software	410

Industry	Participants
Insurance	1,318
Logistics/Transportation	1,065
Manufacturing	4,088
Marketing	810
Media	2,121
Mining and Quarrying	225
Nonprofit/Charity	3,489
Other	1,229
Pharmaceutical	2,651
Professional Svs: Accounting	82
Professional Svs: Coaching	87
Professional Svs: Consulting	3,514
Professional Svs: Financial	43
Professional Svs: HR/OD	98
Professional Svs: Legal	335
Professional Svs: Other	84
Professional Svs: Recruitment	599
Professional Svs: Training	18
Real Estate/Property	324
Recreation	543
Research/Development	236
Retail	1,596
Service	2,346
Social Services	452
Technology/Scientific	3,395
Telecommunications	747
Utilities	62
Warehousing	24
Water management	0
Wholesale	22
Prefer not to answer	24,707



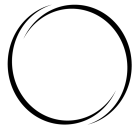
<b>AFRICA totals 2,460</b>	<b>Participants</b>
Algeria	0
Angola	3
Benin	0
Botswana	454
Burkina Faso	1
Burundi	0
Cameroon	2
Cape Verde	2
Central African Republic	0
Chad	0
Comoras	0
Congo	1
Congo Democratic Republic	1
Djibouti	1
Egypt	35
Equatorial Guinea	0
Eritrea	0
Ethiopia	12
Gabon	0
Gambia	0
Ghana	2
Guinea	1
Guinea-Bissau	0
Ivory Coast	0
Kenya	48
Lesotho	0
Liberia	1
Libya	0

<b>AFRICA</b>	<b>Participants</b>
Madagascar	2
Malawi	0
Mali	0
Mauritania	0
Mauritius	1
Mayotte	0
Morocco	3
Mozambique	0
Namibia	0
Niger	0
Nigeria	9
Reunion	1
Rwanda	0
Saint Helena	1
Sao Tome and Principe	0
Senegal	1
Seychelles	0
Sierra Leone	0
Somalia	2
South Africa	1,525
South Sudan	2
Sudan	3
Swaziland	144
Tanzania	99
Togo	1
Tunisia	5
Uganda	5
Western Sahara	1
Zambia	83
Zimbabwe	8



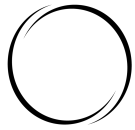
<b>ASIA totals 3,188</b>	<b>Participants</b>
Afghanistan	21
Bahrain	7
Bangladesh	11
Bhutan	2
British Indian Ocean Territory	0
Cambodia	2
China	280
Christmas Island	0
Cocos (Keeling) Islands	1
East Timor	0
Hong Kong	160
India	521
Indonesia	27
Iran	6
Iraq	0
Israel	23
Japan	255
Jordan	6
Kazakhstan	0
Kiribati	0
Kuwait	5
Kyrgyzstan	0
Laos	0
Lebanon	28

<b>ASIA</b>	<b>Participants</b>
Macau	0
Malaysia	60
Maldives	0
Mongolia	1
Myanmar	7
Nepal	0
North Korea	0
Oman	1
Pakistan	11
Palestine	1
Philippines	198
Qatar	1
Saudi Arabia	272
Singapore	211
South Korea	75
Sri Lanka	76
Syria	1
Taiwan	18
Tajikistan	0
Thailand	47
Turkey	86
Turkmenistan	0
United Arab Emirates	741
Uzbekistan	5
Vietnam	19
Yemen	2



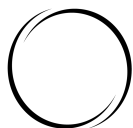
<b>EUROPE totals 8,200</b>	<b>Participants</b>
Albania	9
Andorra	53
Armenia	8
Austria	51
Azerbaijan	4
Belarus	0
Belgium	151
Bosnia and Herzegovina	0
Bulgaria	11
Croatia	18
Cyprus	0
Czech Republic	18
Denmark	164
Estonia	10
Faroe Islands	0
Finland	19
France	190
Georgia	1
Germany	581
Gibraltar	0
Greece	24
Greenland	1
Guernsey	0
Hungary	25
Iceland	1
Ireland	74
Isle of Man	0
Italy	215

<b>EUROPE</b>	<b>Participants</b>
Jersey	0
Latvia	16
Liechtenstein	0
Lithuania	8
Luxembourg	1
Macedonia	3
Malta	2
Moldova	1
Monaco	0
Montenegro	0
Netherlands	323
Norway	349
Poland	54
Portugal	54
Romania	14
Russian Federation	19
San Marino	0
Serbia	13
Slovakia	12
Slovenia	14
Spain	2,683
Svalbard	0
Sweden	224
Switzerland	796
Ukraine	6
United Kingdom	1,977
Vatican City	3



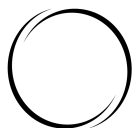
<b>NORTH AMERICA totals 23,801</b>	<b>Participants</b>
Anguilla	1
Antigua and Barbuda	1
Aruba	3
Bahamas	2
Barbados	14
Belize	0
Bermuda	4
British Virgin Islands	30
Canada	3,653
Cayman Islands	2
Costa Rica	55
Cuba	4
Dominica	0
Dominican Republic	13
El Salvador	13
Grenada	0
Guadeloupe	0
Guatemala	5
Haiti	3
Honduras	1

<b>NORTH AMERICA</b>	<b>Participants</b>
Jamaica	12
Martinique	0
Mexico	237
Montserrat	0
Nicaragua	1
Panama	25
Puerto Rico	28
Saint Barthelemy	0
Saint Kitts and Nevis	0
Saint Lucia	29
Saint Maarten	0
Saint Pierre and Miquelon	0
Saint Vincent and the Grenadines	0
Trinidad-Tobago	202
Turks and Caicos Islands	0
U.S. Virgin Islands	2
United States	19,441
United States Minor Outlying Islands	20



<b>OCEANIA totals 8,939</b>	<b>Participants</b>
American Samoa	9
Australia	7,410
Cook Islands	0
Fiji	168
French Polynesia	0
Guam	0
Heard Island and McDonald Islands	0
Marshall Islands	0
Micronesia	2
Nauru	0
New Caledonia	0
New Zealand	1,342
Niue	1
Norfolk Island	0
Northern Mariana Islands	0
Palau	1
Papua New Guinea	1
Pitcairn Islands	0
Samoa	2
Solomon Islands	0
Tokelau	0
Tonga	0
Tuvalu	3
Vanuatu	0
Wallis and Futuna	0





<b>SOUTH AMERICA totals 1,651</b>	<b>Participants</b>
Argentina	105
Bolivia	6
Bonaire	0
Brazil	524
Chile	47
Colombia	637
Curacao	0
Ecuador	235
Falkland Islands	0
French Guiana	1
Guyana	2
Netherlands Antilles	1
Paraguay	11
Peru	56
Suriname	2
Uruguay	15
Venezuela	9

<b>ANTARCTICA totals 1</b>	<b>Participants</b>
Antarctica	0
Bouvet Island	1
French Southern Territories	0
South Georgia and the South Sandwich Islands	0

<b>Prefer not to answer</b>	<b>44,187</b>
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