

COLLECTIVE LEADERSHIP ASSESSMENT SCORES

How are percentile scores calculated?

The ACTUAL percentile score is calculated by comparing your Actual Ave. score to the database of Actual (current reality) scores. Question: “What are you leaving on the table with this score?”

The IDEAL percentile score is calculated by comparing your Ideal Ave. score to the database of Actual (current reality) scores. Question: “Where would you be if you attained your ideal collective leadership vision in comparison to your actual current reality?” The IDEAL-TO-IDEAL percentile score is calculated by comparing your Ideal Ave. score to the database of Ideal scores. Question: “How does your optimal leadership vision compare to other people’s optimal leadership vision?”

The individual dimension scores are calculated against the norm base for that dimension. The aggregate or summary scores are calculated against the norm base of aggregate scores. When many raw scores are at the same number, a very slight variation will bump the score to a different percentile. Therefore, it is possible to have a higher aggregate percentile than any of the dimension percentiles that make it up (although it is good to question if the variance is very large). The aggregate score is NOT an average of the dimension scores that make it up.

The graph is made up of the aggregate percentile scores, not the individual dimensions. The individual percentile scores are reported in the PDF document. Also, remember that TLC uses percentile to reduce the scoring variance across different dimensions in the survey so the raw score does not necessarily reflect the relative percentile score.

