The Leadership Circle®

**THE CREATIVE LEADERSHIP COMPETENCIES**

The top half of the circle maps Creative Competencies that contribute to a leader’s effectiveness. They measure key leadership behaviors and internal assumptions that lead to high fulfillment, high achievement leadership. They are as follows:

- **Caring** measures the leader’s interest in and ability to form warm, caring relationships.
- **Mentoring** measures the leader’s ability to develop others through mentoring and maintaining growth-enhancing relationships.
- **Teamwork** measures the leader’s ability to foster high-performance teamwork among team members who report to him/her, across the organization, and within teams in which he/she participates.
- **Interpersonal effectiveness** with which the leader listens, engages in conflict and controversy, deals with the feelings of others, and manages his/her own feelings.
- **Managing** measures the leader’s orientation to ongoing professional and personal development, as well as the degree to which inner self-awareness is expressed through high integrity leadership.

**ACQUIRING** summary dimension measures the extent to which a leader offers visionary, authentic, and high achievement leadership. It is composed of:

- **Vision** measures the extent to which the leader clearly communicates and models commitment to personal purpose and vision.
- **Strategy** measures the extent to which the leader thinks and plans rigorously and strategically to ensure that the organization will thrive in the near and long-term.
- **Results** measures the degree to which the leader is goal directed and has a track record of goal achievement and high performance.
- **Decisions** measures the leader’s ability to make decisions on time, and the extent to which he/she is comfortable moving forward in uncertainty.

**COMPELLING** summary dimension measures the extent to which a leader gets a sense of self-worth and security by complying with the expectations of others rather than acting on what he/she intends and wants. It is composed of:

- **Pleasing** measures the leader’s need to seek others’ support and approval in order to feel secure and worthwhile as a person. People with strong needs for approval tend to base their degree of self-worth on their ability to gain others’ favor and confirmation.
- **Belonging** measures the leader’s need to conform, follow the rules, and meet the expectations of those in authority. It measures the extent to which he/she goes along to get along, thereby compressing the full extent of his/her creative power into culturally acceptable boxes.
- **Passive** measures the degree to which the leader allows others to have an influence over him/her, relying on others rather than acting on what he/she believes to be best for the organization.
- **Decisional** measures the leader’s ability to make decisions on time, and the extent to which he/she is comfortable moving forward in uncertainty.

**COMPLYING** summary dimension measures the leader’s ability to control his/her own behavior, clients have access to new choices and possibilities.

**THE REACTIVE LEADERSHIP STYLES**

The lower half of the circle maps self-limiting Reactive Tendencies and leadership behaviors. The Reactive dimensions reflect inner beliefs and assumptions that limit effectiveness, authentic expression, and empowering leadership. They are as follows:

- **Autocratic** measures the leader’s tendency to be forceful, aggressive, and controlling. It measures the extent to which he/she equates self-worth and security to being powerful, in control, strong, dominant, invulnerable, or on top. Worth is measured through comparison, that is, having more income, achieving a higher position, being seen as a most/more valuable contributor, gaining credit, or being promoted.
- **Ambitious** measures the leader’s need to attain flawless performance constantly at heroic levels, and succeeding beyond all expectations.
- **Protecting** summary dimension measures the belief that the leader can protect himself/herself and establish a sense of worth through withdrawal, remaining distant, hidden, aloof, cynical, superior, and/or rational. It is composed of:
- **Distant** is a measure of the leader’s tendency to establish a sense of personal worth and security through withdrawal, being superior and remaining aloof, emotionally distant, and above it all.
- **Critical** is a measure of the leader’s tendency to take a critical, questioning, and somewhat cynical attitude.
- **Arrogant** measures the leader’s tendency to project a large ego—behavior that is experienced as superior, egotistical, and self-centered.

**CONTROLLING** summary dimension measures the extent to which the leader establishes a sense of personal worth through task accomplishment and personal achievement. It is composed of:

- **Passive** measures the leader’s ability to control his/her own behavior, clients have access to new choices and possibilities.
- **Decisional** measures the leader’s ability to make decisions on time, and the extent to which he/she is comfortable moving forward in uncertainty.
- **Interpersonal** measures the leader’s ability to form warm, caring relationships.
- **Managing** measures the leader’s ability to foster high-performance teamwork among team members who report to him/her, across the organization, and within teams in which he/she participates.

*By shining a light on the underlying thinking patterns that drive their current behavior, clients have access to new choices and possibilities.*

**THE LEADERSHIP CIRCLE, LLC**

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To understand the layout of the Profile Graphic, please read the following steps:

1. **CIRCLE WITHIN A CIRCLE**
   - The outer circle displays the results for each of the 21 dimensions measured by the LCP ME. The inner circle dimensions summarize the outer circle dimensions into 6 summary scores. Dimension definitions can be found on the exterior of this fold-out.
   - The location of dimensions within the circle illustrates the relationship between dimensions. Adjacent dimensions describe similar behavior patterns that are positively correlated. Dimensions on opposite sides of the circle are opposing behavior patterns and are inversely correlated.

2. **PERCENTILE SCORES**
   - All scores are displayed as percentile scores compared to a global norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

3. **KEY**
   - Self Assessment
   - Others’ Assessment

4. **SUMMARY DIMENSIONS**
   - In addition to all the dimensions displayed in the inner and outer circle, the rectangular scales located around the circle are intended to bring everything together. They provide useful ‘bottom-line’ measures as well as measures of key patterns within the data.
     - **Reactive-Creative Scale** reflects the degree of balance between the Creative dimensions and the Reactive dimensions. The percentile score here gives the leader a sense of how he/she compares to other leaders with respect to the amount of energy he/she puts into Reactive versus Creative behaviors. It suggests the degree to which his/her leadership, relationships, and goal-oriented behaviors come out of a Creative or Reactive orientation. It also suggests the degree to which his/her self-concept and inner motivation come from within or are determined by external expectations, rules, or conditions.
     - **Relationship-Task Balance** measures the degree of balance a leader shows between the Achieving and Relating competencies. It is a measure of the over, under or balanced development of either half of the equation (the people half or the task half) that makes for great leadership.
     - **Leadership Potential Utilization** measures the degree of balance a leader shows between the Achieving and Relating competencies. It compares the overall score of the dimensions measured to that of other leaders who have taken this survey. It sorts through all the high and low scores to answer the question, “So, in the end, how am I doing?”
     - **Leadership Effectiveness** measures the leader’s perceived level of overall effectiveness.
   - Research has shown it to be significantly correlated to business outcomes. It gives the leader an overall measure of how all of the above is translating into perceived effectiveness.