

thoughtcode[®] LEADER

Individual Name
Sample Person 3
Date
August 8, 2020

This analysis is based on the responses given in the online assessment. This analysis should not be used in isolation of other information about individuals in this team. The purpose of this analysis is to provide awareness, insight and knowledge of the current snapshot position of the team.

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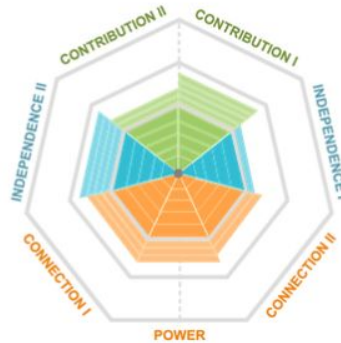
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Total Capability Utilisation



EXAMPLE ONLY

Under-function	Over-function
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CONNECTION I Time Management, Prioritisation, Boundary Setting	
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<p>Lack time management skills to organise themselves appropriately</p> <p>Make obvious errors as a result of not paying attention to detail</p> <p>Fails to create an appropriate balance between work and other life areas</p> <p>Poor discipline and easily distracted</p>	<p>Struggles to operate well if priorities change unexpectedly</p> <p>Is overly thorough impacting productivity</p> <p>Strict adherence to rules at expense of improvement</p> <p>Does not appreciate being interrupted</p> <p>Prefers to focus on one thing at a time</p>
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CONNECTION II Effective Listening, Peer Relationships, Approachability	
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<p>Tend to be standoffish and unapproachable</p> <p>Display limited care for others both internally and externally</p> <p>Struggle to listen to others and build strong working relationships</p> <p>Overlook the value of being a team player</p> <p>Unable to identify and utilise the strengths of others in the team</p>	<p>Tend to be overly accommodating of others in the team at expense of own needs</p> <p>May use humour inappropriately</p> <p>Buy in too much to others feelings and opinions impacting their ability to respond effectively</p> <p>Can be indecisive and easily swayed by others</p> <p>Downplays own achievements to promote others</p>
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POWER Competitiveness, Action Oriented, Assertiveness	
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<p>Shy away from opportunities to lead</p> <p>Lack the language to be commanding in their communication</p> <p>Wait for others to take the lead</p> <p>Struggle to hear and deliver negative or constructive feedback</p> <p>Lacks the confidence and self-assurance to be assertive</p>	<p>Can come across as aggressive to others</p> <p>Prioritises own objectives over those of the team or business</p> <p>Overlook the importance of learning for self-improvement</p> <p>Markets self to gain attention</p> <p>Over-estimates capability in their desire to prove themselves and get ahead</p>
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Total Capability Utilisation

Under-function		Over-function
INDEPENDENCE I Process Management, Developing Others, Personal Credibility		
<p>Struggle to build trust and credibility</p> <p>Lack ability to think through consequences and impacts</p> <p>Fail to use data appropriately to analysis, metrics and measurement</p> <p>Overlook the value of utilising processes to get things done</p> <p>Can be unclear and unstructured when communicating</p>		<p>Can be too honest with others lacking in tact when delivering feedback</p> <p>May overly rely on fact at expense of feelings</p> <p>Reluctant to change or improve processes and systems</p> <p>Too judgemental of others and unforgiving when mistakes are made</p> <p>Over-utilises consequential thinking leading to ultimately poor decision making</p>
INDEPENDENCE II Results Orientation, Brainstorming, Risk, Strategic Agility		
<p>Limited ability to brainstorm solutions and solve problems</p> <p>Passively pursues goals, outcomes and results</p> <p>Lack trust in self to take bold action</p> <p>Poor ability to influence, inspire and motivate others</p> <p>Struggle to settle differences with minimal noise</p>		<p>Can take unnecessary and ill informed risks</p> <p>May only seek input to inform and confirm predetermined decisions they have made</p> <p>Innovates unnecessarily</p> <p>Has little time for people who need more support</p> <p>Seeks to create change in pursuit of own goals rather than the best interest of the business</p>
CONTRIBUTION I Manage Vision & Purpose, Collaboration, Harnessing Diversity		
<p>Lack ability to coach and mentor others</p> <p>Often closed to seeing out diverse views and opinions</p> <p>Give personal achievement over mutual accountability</p> <p>Minimal patience and compassion displayed to others</p> <p>Struggles to effectively lead group discussions and facilitate healthy conversation and debate</p>		<p>Seek consensus as a way of seeking approval for themselves</p> <p>Can buy in too much to the emotions, situations and needs of others at the expense of making sound business decisions</p> <p>May require and expect others to learn and grow in the absence of personal buy-in</p> <p>Waits too long to make decisions</p> <p>Fails to recognise individual achievement</p>
CONTRIBUTION II Adaptability, Learn on the Fly, Dealing with Ambiguity		
<p>Are uncomfortable in uncertain, complex situations</p> <p>Has trouble adapting their behaviour to new information or changing circumstances</p> <p>Needs all the information before making a decision</p> <p>Move on to the next situation without taking time to reflect</p> <p>Cannot pick up on invisible cues</p>		<p>Makes assumptions about people without validation</p> <p>Creates unnecessary chaos and an unsettling environment for others</p> <p>Adjust style purely for experimentation in ways often misaligned for the needs of the situation</p> <p>Can appear too calm and controlled in stressful situations blocking their ability to build rapport</p> <p>Fails to see anything through to completion</p>



Leadership Insights

Below is a list of strengths and challenges associated with your leadership style and approach. Read through the list and identify what resonates with you.

STRENGTHS available for you to utilise

- Empowers self and others to establish disciplined work habits.
- Is approachable, helpful and friendly.
- Can be assertive and demand to be heard when needed.
- Is fair and equitable in your dealings with others.
- Encourages others to find multiple ways to achieve outcomes and solve problems.
- Facilitates pathways for others to cooperate and collaborate.
- Is composed and able to navigate self and others through ambiguous and chaotic situations.
- Takes time to coach and mentor fostering growth opportunities for others.
- Is an advocate for taking calculated risks to explore new ideas and initiative.
- Has confidence to lead others in uncertain situations.
- Open to feedback from others, regardless of position, in order to learn, grow and improve.
- Is clear in setting a standard of performance for self and others to strive to achieve.
- Solves problems by thinking outside the box to identify unproven opportunities.
- Communicate in a detailed and analytical way enabling you to be certain and thorough.
- Act in a way demonstrating you value action, self-motivation and progress.

CHALLENGES potentially impacting your leadership reach

- In times of stress or high anxiety you may catastrophise and expect disaster as the outcome.
- Can't think that is necessary to be competent and successful in all things that you attempt.
- Believe it's possible to measure human worth and to assign a value rating to people.
- Foster inconsistency due to poor adherence and belief in systems and processes.
- May disregard the authority of peers undermining their leadership at times.
- Prioritise self-interest over the good of the team or business.
- Ignore personal ethics and values to guide your decisions and actions.
- Have polarised thinking and see things as black or white, good or bad, with no realistic grey area.
- Overlook known and proven solutions to problems causing confusion and unnecessary complications.
- May prevent health debate and discussion from occurring when communicating key messages.
- May bulldoze over others to get the outcome you seek when operating in the business.



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Leadership Impact

Additional context is provided below to help you obtain clarity around your potential leadership impact.

STYLE & APPROACH

You guide and inspire others to value and strive to achieve personal goals and objectives in the pursuit of business goals. You provide feedback to team members ensuring individual performance is aligned with standards set for self and those you inspire on the team.

At present, you are seeking to utilise your leadership influence to inspire others to work together towards a common, meaningful purpose and business outcome.

Your style and approach tends to be influenced by decisions and choices based on calculated risks and exploring options enabling you to best leverage opportunities available to you.

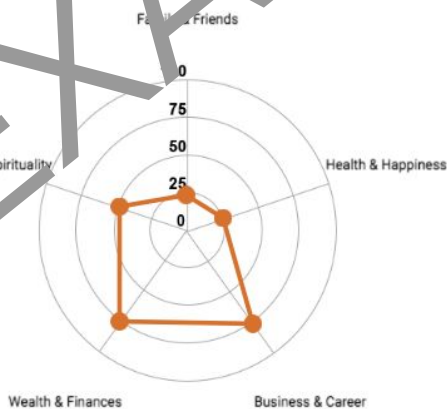
CULTURE IMPACT

You value and foster an environment which enables yourself and others to seek out growth opportunities that come from new situations and experiences. Decisions and choices will tend to be based on gaining knowledge and developing solutions to achieve results, outcomes and goals.

At present, you currently focus on cultivating a culture reflective of the following themes:

Abundance	Drive	Growth	Understanding
Achievement	Excellence	Ingenuity	Vigour
Adventure	Experience	Initiative	Wisdom
Ambition	Flexibility	Knowledge	

WORK LIFE BALANCE



At this point in time you seem to be putting your energy, attention and focus most into:

- wealth and finances

This means you value:

- generating income and creating financial freedom



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Next Steps

To move forward, there are three elements ideal for you to consider to enable you to identify how you might want to adapt and alter your leadership style and approach.



To get started, identify one key challenge you would like to make over the next 90 days. Read through your report and highlight the strengths you can use to help you bring about that change. Create three actions you can implement on a consistent basis that will help you work toward overcoming the challenge you identified over the 90 day period. Schedule 15 minutes in your diary each week to reflect how well you have implemented those actions and to identify adjustments you need to make going forward.

Sometimes to achieve the change we seek it is valuable to have someone to hold you accountable to the commitment you make to self and others. Be sure you have someone on your side to ask you the tough questions, provide you with tools to help you transform and be your trusted confidant.

CONTACT US



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