



LEADERSHIP CIRCLE PROFILE™

Manager Edition



The Leadership Circle®



Leadership Circle Profile™ Manager Edition

Leadership Circle Profile™ Manager Edition is an innovation. It is as powerful as the Leadership Circle Profile™; however, Profile Manager Edition is designed for an audience that is different from that of Leadership Circle Profile:

- Profile Manager Edition is a tool for understanding leadership competencies and limitations for those who are in roles that are less complex than those of senior leaders.
- Profile Manager Edition is NOT a management competencies assessment. Profile Manager Edition does not assess traditional management skills such as planning, organizing, directing, and controlling.

Before reading about Leadership Circle Profile™ Manager Edition (Profile Manager Edition), please first review a brief outline of the Leadership Circle Profile below. Additional information can be found at www.theleadershipcircle.com/assessment-tools

About the Leadership Circle Profile™

Overview	<p>Leadership Circle Profile™ is a 360-degree leadership assessment that:</p> <ul style="list-style-type: none">• Measures well researched, key leadership competencies—those behaviors and skill sets that result in effective leadership.• Reveals the habits of thought that are giving rise in the patterns of behavior that limit a leader’s effectiveness and ability to improve.• Enhances the value of coaching and saves time. A coach instantly sees the whole integrated picture. Coaching can start at a breakthrough and at an advanced level• Provides a comprehensive metric for tracking leadership development and cultural change and facilitates ongoing performance management.• Allows an organization to measure itself against a large norm-base (over 225,000 evaluators) of similar companies.
What makes this 360° assessment unique	<ul style="list-style-type: none">• Leadership Circle Profile offers insight that no other leadership assessment can. It reveals a leader’s core barriers to effectiveness in relationship to the key drivers of effective leadership.• Leadership Circle Profile facilitates a fundamental shift in mindset—from a Reactive mindset to a Creative mindset.• Leadership Circle Profile provides the most advanced technical platform for administration of assessments, giving coaches and consultants a great deal of control and access to resources.• Powerful education is available to strengthen coaching and consulting capability in working with the Leadership Circle Profile.



Audience and Application:

Leadership Circle Profile™ compared to Leadership Circle Profile Manager Edition™

	Leadership Circle Profile	Leadership Circle Profile Manager Edition
<p>Responsibilities for people who take the assessment</p>	<p>Those with primary responsibility for:</p> <ul style="list-style-type: none"> • Articulating the organization’s overarching direction, including: <ul style="list-style-type: none"> ◦ Purpose ◦ Vision of the preferred future ◦ Strategies for accomplishing purpose and vision ◦ Organizational goals ◦ Key metrics ◦ Values • Designing and evolving the organizational system - new structures, policies, etc. 	<p>Those with primary responsibility for:</p> <ul style="list-style-type: none"> • Deployment and execution of the overarching direction <ul style="list-style-type: none"> ◦ Translating it into a localized framework of purpose, vision, strategies, goals, and metrics for their level of responsibility ◦ Managing execution • Developing others • Attracting and retaining talent • Bridging the communication gap between senior leadership and the front line • Working within existing structures, policies, etc.
<p>Titles and roles for people who take the assessment</p>	<ul style="list-style-type: none"> • Executives: “C-suite” leaders – CEO, COO, CFO... • Presidents • Vice Presidents • Directors • Executive MBA students • High potential managers who have demonstrated strong leadership potential 	<ul style="list-style-type: none"> • Mid-level managers • Project managers • Supervisors • Non-executive MBA students • Managers considered “emerging leaders” • Team leaders
<p>Application</p>	<ul style="list-style-type: none"> • Both instruments are based on The Leadership Circle’s Core Model—the most advanced and integrated model of leadership development in the field. • Complexity of instruments matches complexity of an individual’s role. • Leadership Circle Profile is more suited to the complexity of senior leadership roles. • Leadership Circle Profile Manager Edition is a better fit for people whose roles are less complex. 	



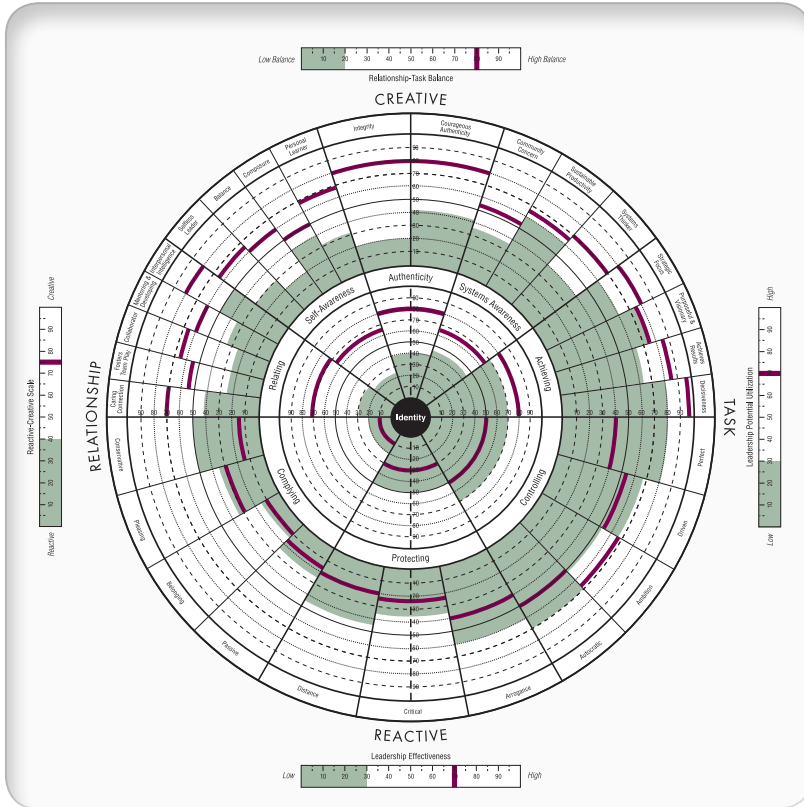
Design and Construction:

Leadership Circle Profile™ compared to Leadership Circle Profile Manager Edition™

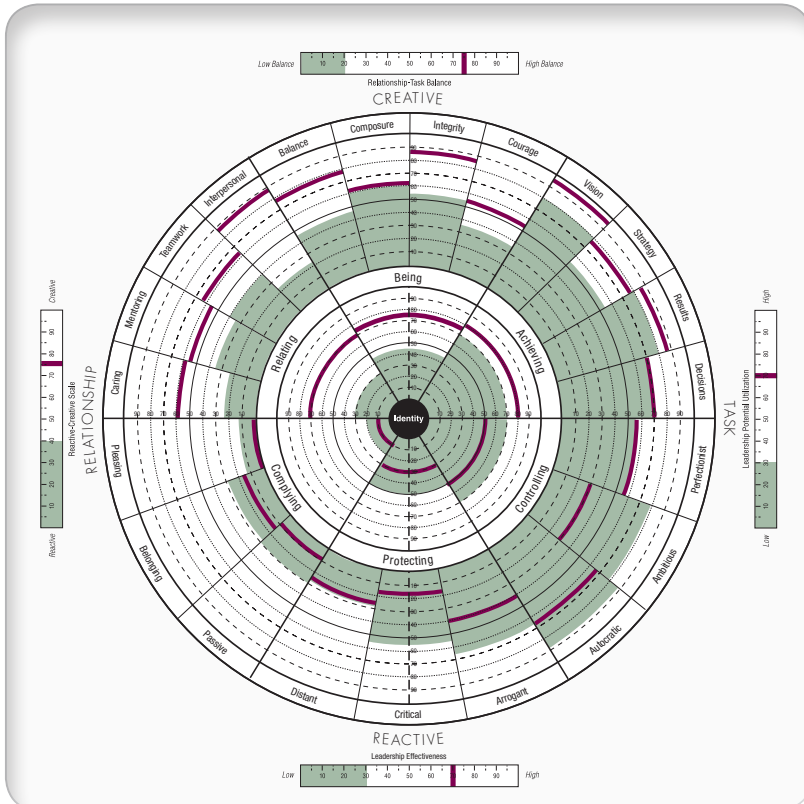
	Leadership Circle Profile	Leadership Circle Profile Manager Edition
Number of Questions	124	84
Number of Dimensions in assessment ▶ Click for list of Creative & Reactive Dimensions (PAGE 6)	<ul style="list-style-type: none">• 8 summary ("inner circle") dimensions<ul style="list-style-type: none">◦ 5 Creative◦ 3 Reactive• 29 outer dimensions<ul style="list-style-type: none">◦ 18 Creative◦ 11 Reactive	<ul style="list-style-type: none">• 6 summary ("inner circle") dimensions<ul style="list-style-type: none">◦ 3 Creative◦ 3 Reactive• 21 outer dimensions<ul style="list-style-type: none">◦ 12 Creative◦ 9 Reactive

Graphic Results:

Leadership Circle Profile™ compared to Leadership Circle Profile Manager Edition™



Leadership Circle Profile



Leadership Circle Profile Manager Edition



Design and Construction:

Leadership Circle Profile™ compared to Leadership Circle Profile Manager Edition™

COMPARISON OF CREATIVE DIMENSIONS		
Leadership Circle Profile	Leadership Circle Profile Manager Edition	
Relating <ul style="list-style-type: none"> • Caring Connection • Fosters Team Play • Collaborator • Mentoring & Developing • Interpersonal Intelligence 	Relating <ul style="list-style-type: none"> • Caring • Mentoring • Teamwork • Interpersonal 	Not included in Manager Edition <ul style="list-style-type: none"> • Collaborator
Self-Awareness <ul style="list-style-type: none"> • Selfless Leader • Balance • Composure • Personal Learner 	Being <ul style="list-style-type: none"> • Balance • Composure • Integrity • Courage 	Not included in Manager Edition <ul style="list-style-type: none"> • Selfless Leader • Personal Learner • Community Concern • Sustainable Productivity • Systems Thinker
Authenticity <ul style="list-style-type: none"> • Integrity • Courageous Authenticity 		
Systems Awareness <ul style="list-style-type: none"> • Community Concern • Sustainable Productivity • Systems Thinker 		
Achieving <ul style="list-style-type: none"> • Strategic Focus • Purposeful & Visionary • Achieves Results • Decisiveness 	Achieving <ul style="list-style-type: none"> • Vision • Strategy • Results • Decisions 	
COMPARISON OF REACTIVE DIMENSIONS		
Controlling <ul style="list-style-type: none"> • Perfect • Driven • Ambition • Autocratic 	Controlling <ul style="list-style-type: none"> • Perfectionist • Ambitious • Autocratic 	Not included in Manager Edition <ul style="list-style-type: none"> • Driven
Protecting <ul style="list-style-type: none"> • Arrogance • Critical • Distance 	Protecting <ul style="list-style-type: none"> • Arrogant • Critical • Distant 	
Complying <ul style="list-style-type: none"> • Passive • Belonging • Pleasing • Conservative 	Complying <ul style="list-style-type: none"> • Passive • Belonging • Pleasing 	Not included in Manager Edition <ul style="list-style-type: none"> • Conservative



Benefits:

Leadership Circle Profile™ compared to Leadership Circle Profile Manager Edition™

	Leadership Circle Profile	Leadership Circle Profile Manager Edition
Customer Benefits	<ul style="list-style-type: none"> • Based on a thoroughly researched set of leadership competencies • The only 360-degree feedback survey that shows underlying and motivating habits of thought • Administration of survey is web based and report is user friendly • Through the Group Report*, enables a leadership team to identify its collective leadership profile 	<ul style="list-style-type: none"> • Enables managers to assess their leadership competencies • Enables managers to see their underlying and motivating habits of thought • Administration of survey is web based and report is user friendly • Through the Profile Manager Edition Group Report* managers can see two things: <ul style="list-style-type: none"> ◦ The collective leadership profile of all managers who participate in the survey ◦ How they compare to the profile of the organization's leadership team
Coach and Consultant Benefits	<ul style="list-style-type: none"> • Surpasses other leadership assessments by revealing what is going on at a deeper level. It identifies assumptions that may be keeping one stuck in limiting patterns of behavior • The elegant, efficient display of data enables the practitioner to engage client more effectively by seeing a whole, integrated picture • Coaching starts at a "Breakthrough" • Enables coach to be more effective • Credibility of an instrument backed by a norm base of over 225,000 evaluators 	<p>Profile Manager Edition offers the same benefits as Leadership Circle Profile, plus...</p> <ul style="list-style-type: none"> • While Leadership Circle Profile is designed for those in senior leadership roles, Practitioners now have a solution - Profile Manager Edition, which is a better fit for people whose roles are less complex • Profile Manager Edition, together with Leadership Circle Profile, and Leadership Culture Survey™ for groups and teams, give practitioners a powerful integrated system for assessing all aspects of leadership development throughout an organization • Because Profile Manager Edition is built on the same core model it enjoys the credibility of a norm base of over 225,000 evaluators

* A Group report is an aggregate report comprised of more than one report

Questions? Please contact your Consultant, Coach, or TLC Customer Service Representative.
You may also e-mail info@theleadershipcircle.com