

# LEADERSHIP EFFECTIVENESS ANALYSIS™

## LEA Role Expectations™

Questionnaire Completed:	Organization:	ABC Company
Report Generated:	Government:	No
Project Name: MRG Internal Sample Project	Industry Type:	High Tech (computer related)
Provided by: Management Research Group, Inc™	Org. Size:	50 to 99
Last Name: Williams	Manager:	Yes
First Name: Chris	Mgmt. Years:	1 to 5 years
Title: Branch Sales Manager	# Direct Reports:	2 to 5 direct reports
Country: United States	Nationality:	United States
Functional Area: Marketing/Sales	Age:	33
Level: Department/Unit Manager	Gender:	Male
Position Tenure: 1 to 5 years	Race/Ethnicity:	White
Org. Tenure: 6 to 10 years		Sample position
Norm: North America n=91964 (Jan2012)	Authority:	No
	Position Rated:	
	Education Required:	
	Yrs Required:	

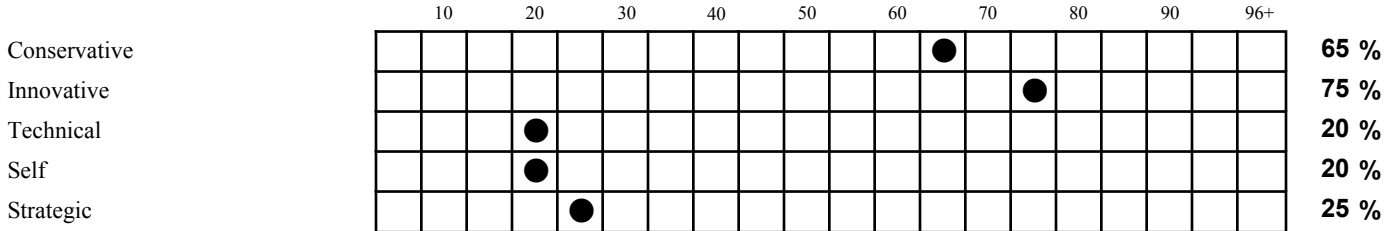
Creating a Vision	
1 ) Conservative	65 %
2 ) Innovative	75 %
3 ) Technical	20 %
4 ) Self	20 %
5 ) Strategic	25 %
Developing Followership	
6 ) Persuasive	60 %
7 ) Outgoing	75 %
8 ) Excitement	75 %
9 ) Restraint	55 %
Implementing the Vision	
10 ) Structuring	30 %
11 ) Tactical	65 %
12 ) Communication	30 %
13 ) Delegation	10 %
Following Through	
14 ) Control	35 %
15 ) Feedback	85 %
Achieving Results	
16 ) Management Focus	40 %
17 ) Dominant	75 %
18 ) Production	85 %
Team Playing	
19 ) Cooperation	35 %
20 ) Consensual	20 %
21 ) Authority	70 %
22 ) Empathy	30 %

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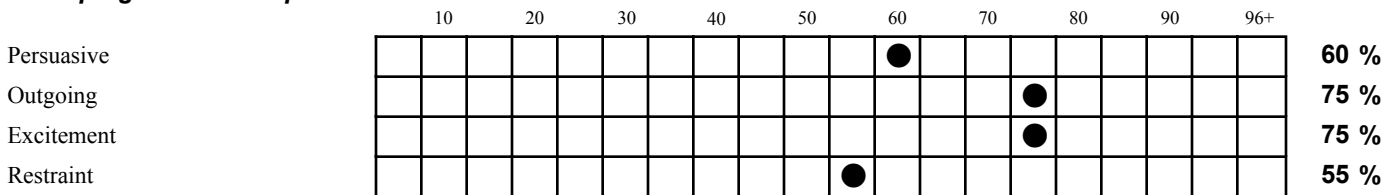
## LEA Role Expectations™

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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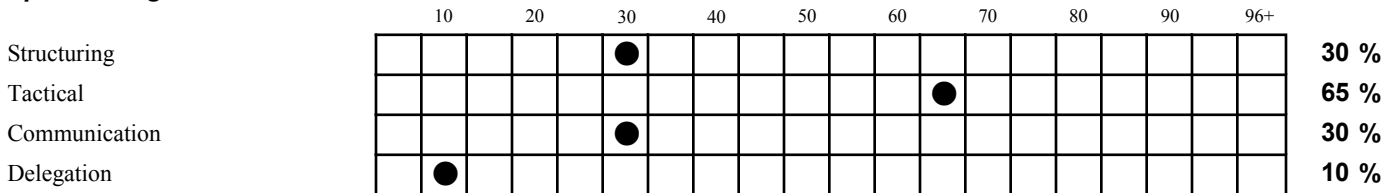
### Creating a Vision



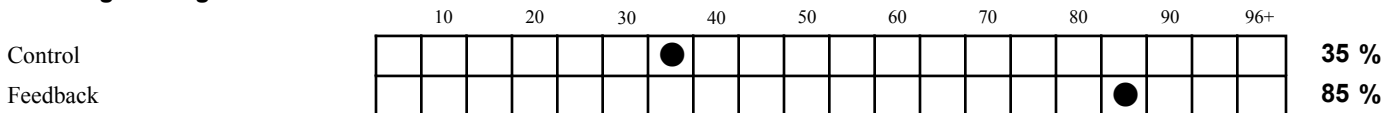
### Developing Followership



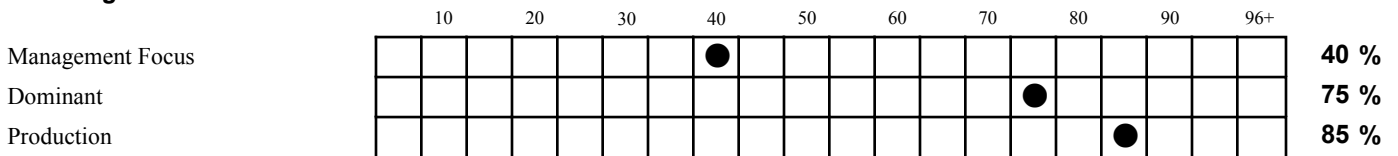
### Implementing the Vision



### Following Through



### Achieving Results



### Team Playing

