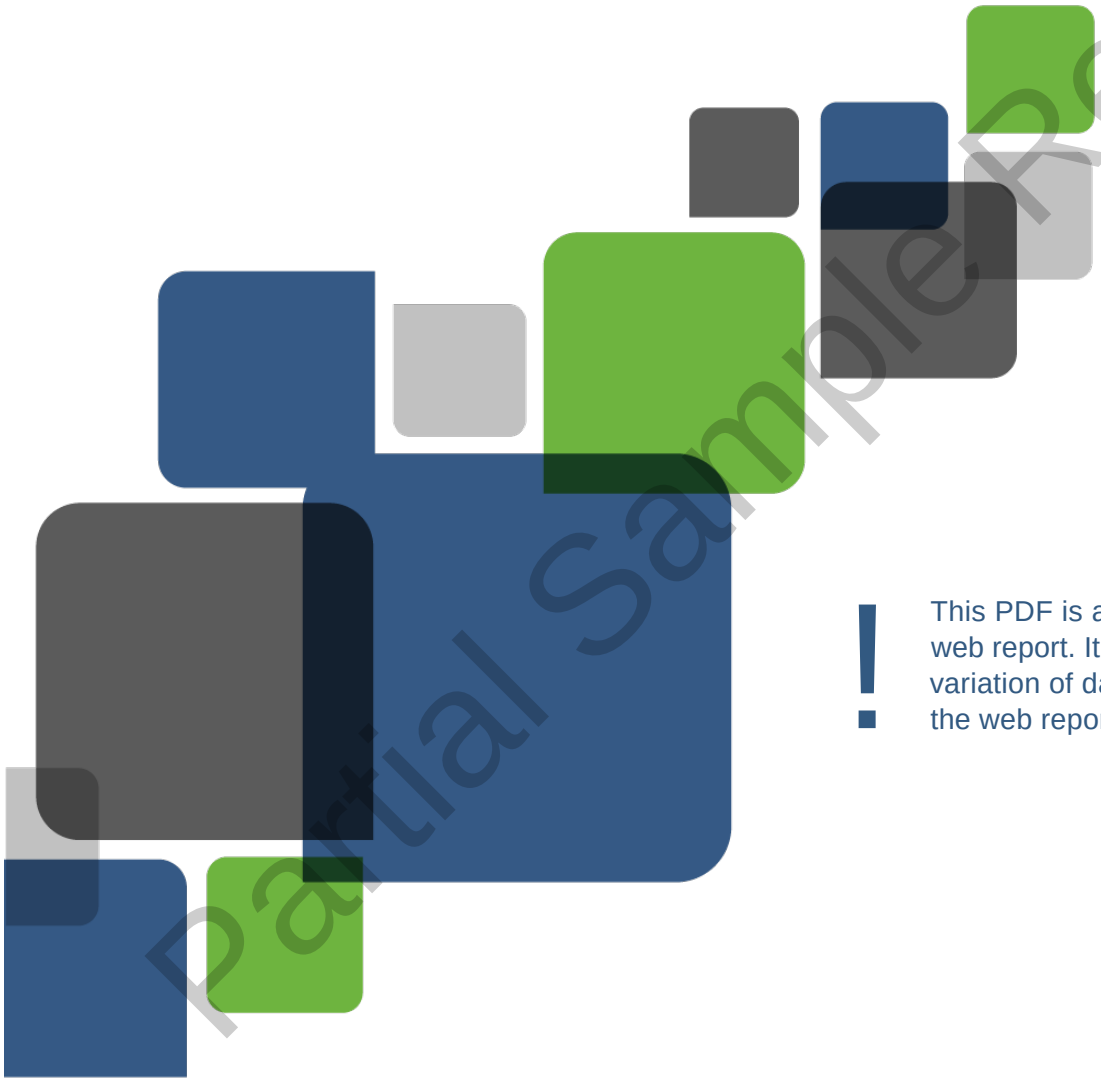
Individual Feedback Charts

Executive Leadership Survey (ELS)

Sample Participant
October 2019
TruScore



Partial Sample Report

! This PDF is a simplified version of the web report. It does not contain every variation of data/charts contained within the web report.

PERFORMANCE PROGRAMS INC.
assessment, awareness, action

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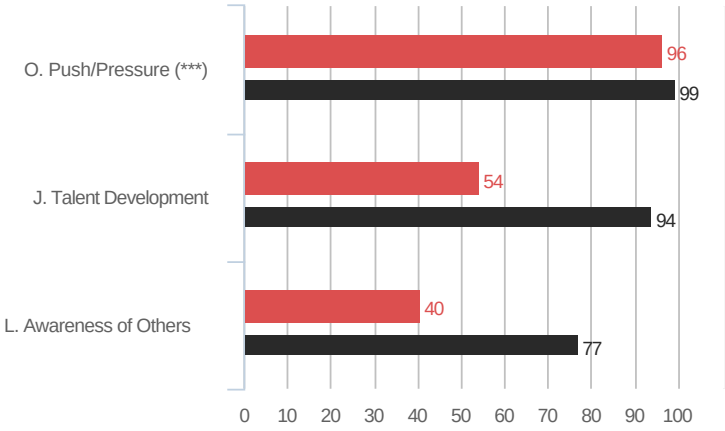
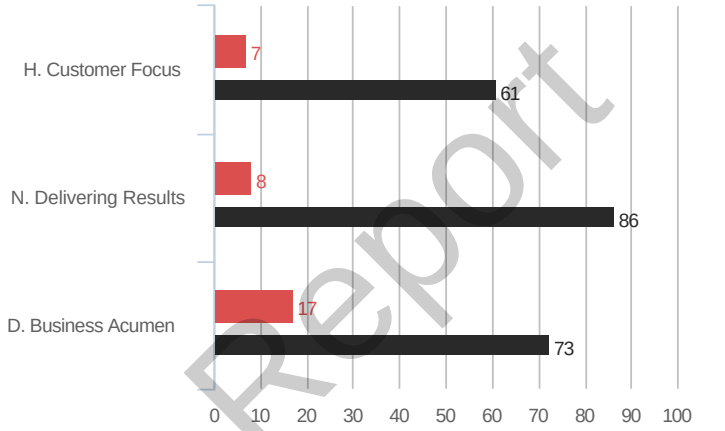
Highest and Lowest

3 Highest Competencies

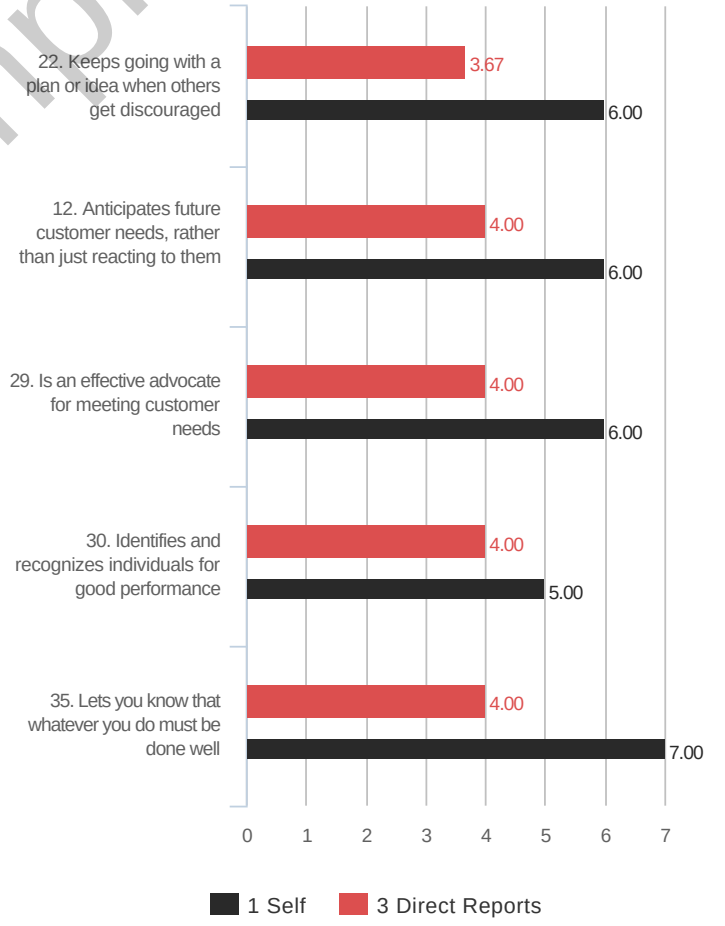


3 Lowest Competencies



5 Highest Questions

5 Lowest Questions



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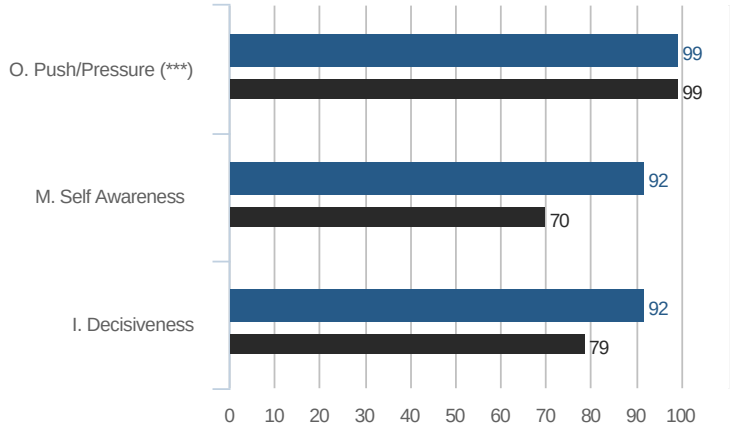
3 Highest Competencies



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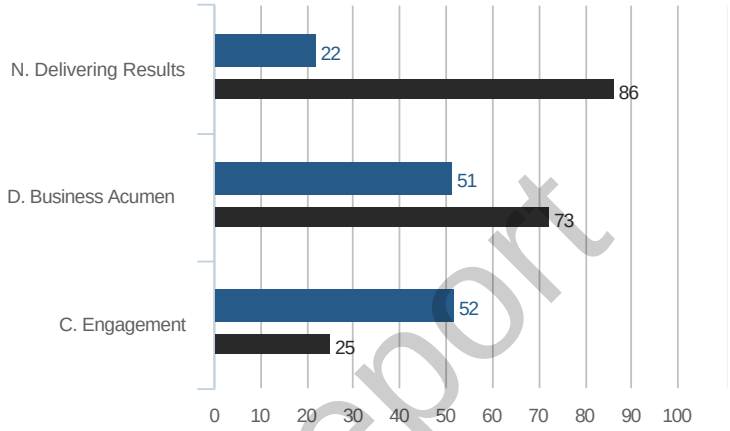
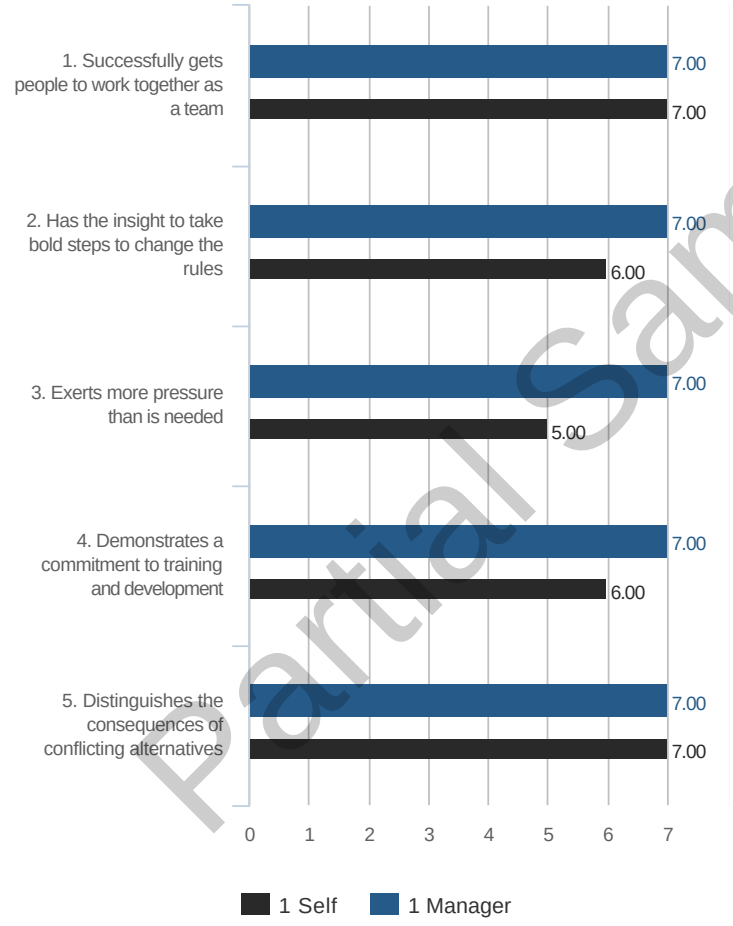


5 Highest Questions



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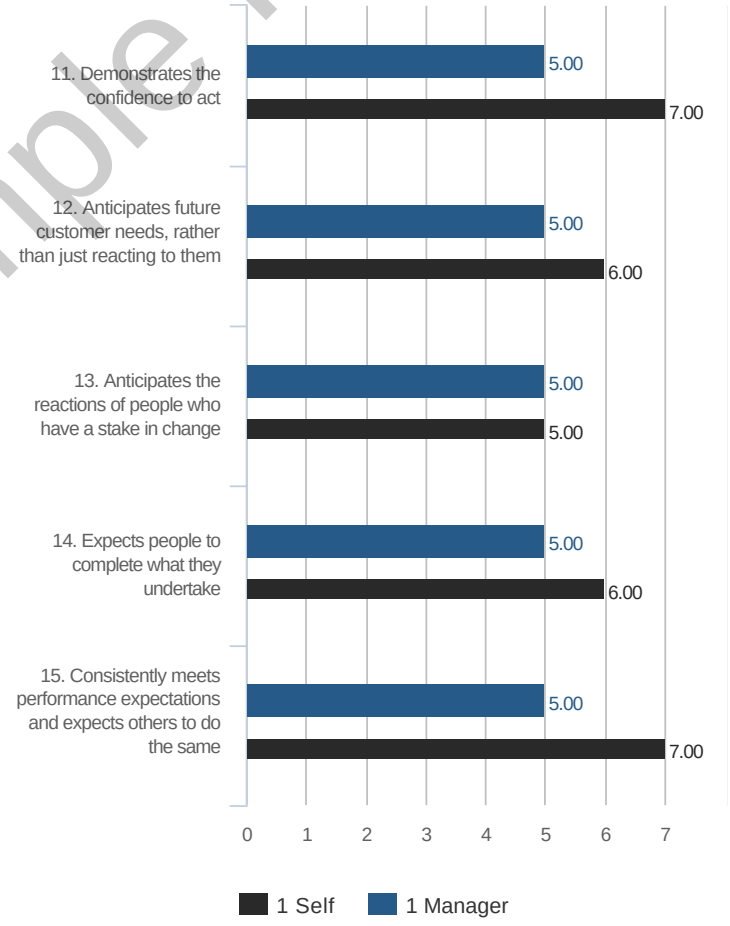

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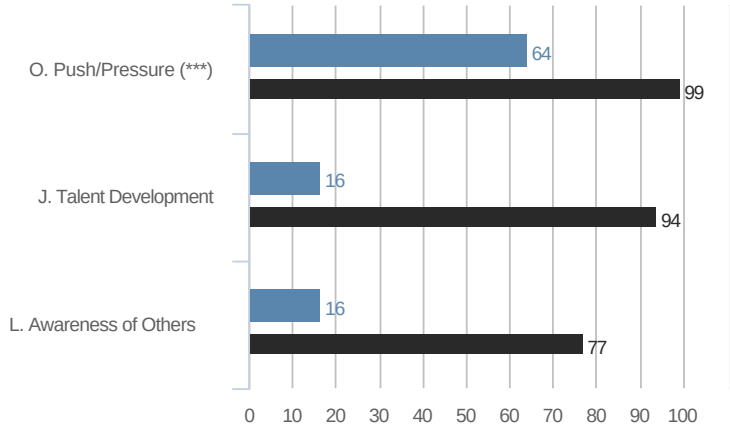
3 Highest Competencies



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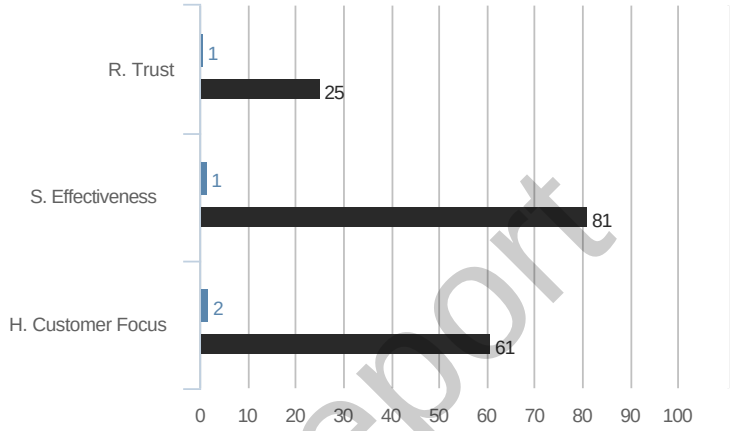

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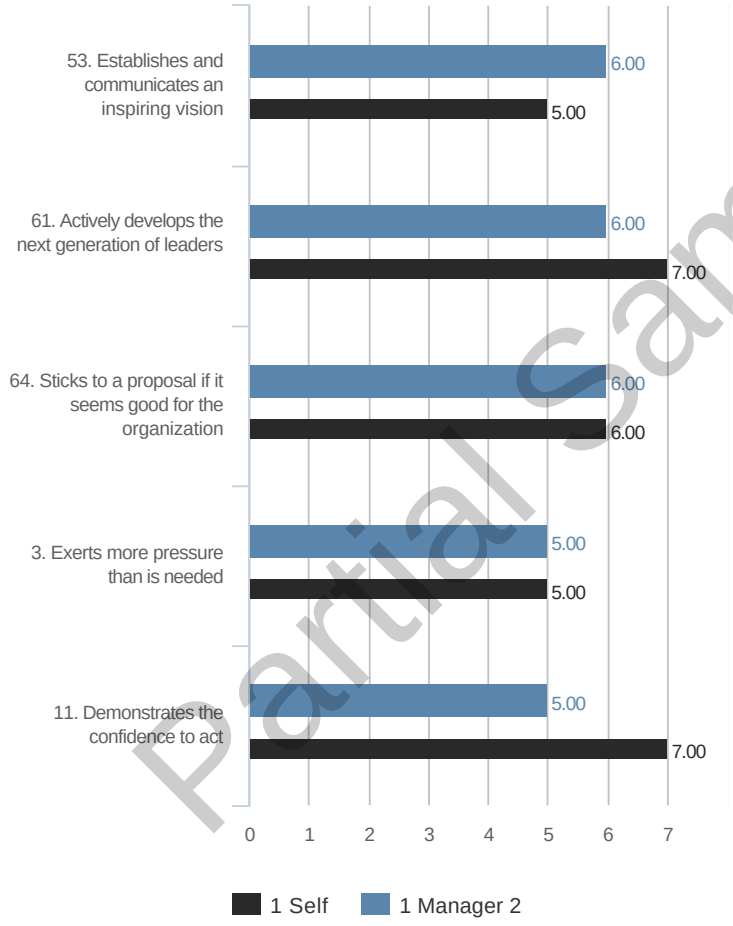

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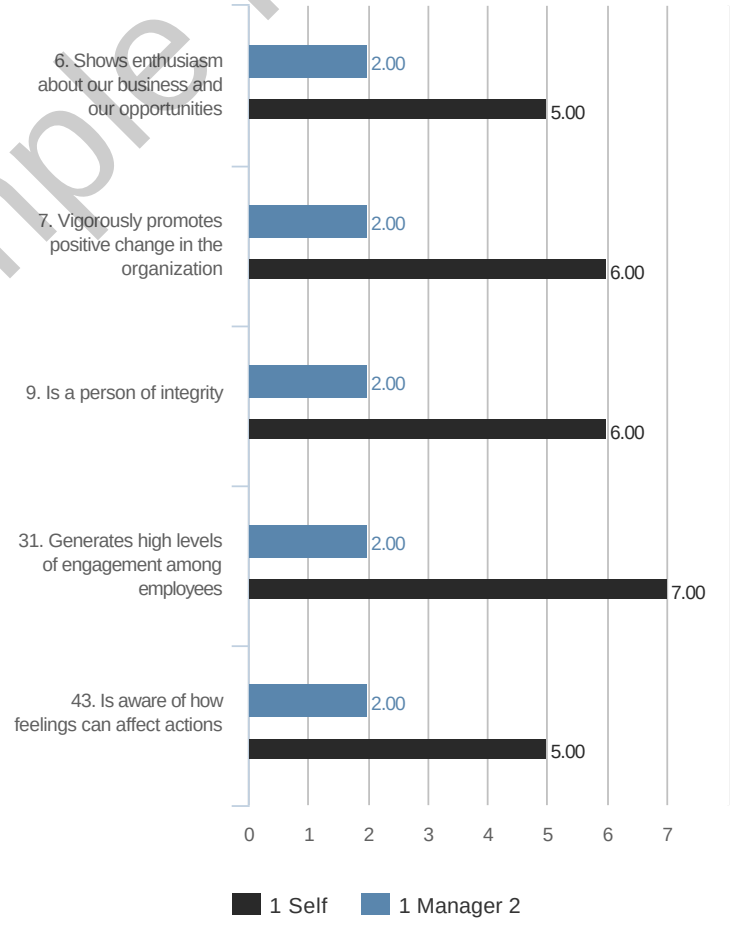

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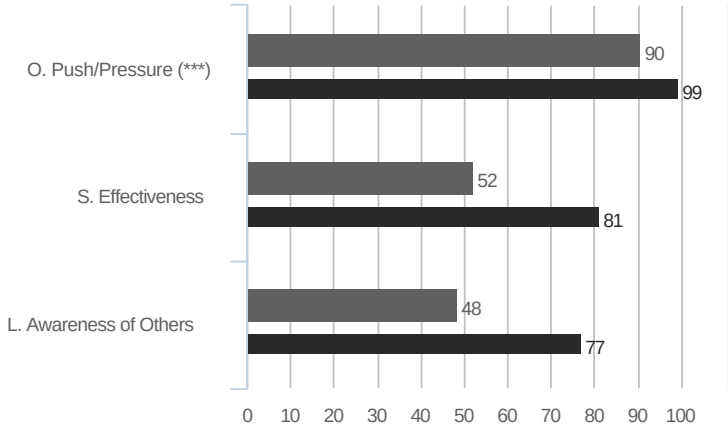

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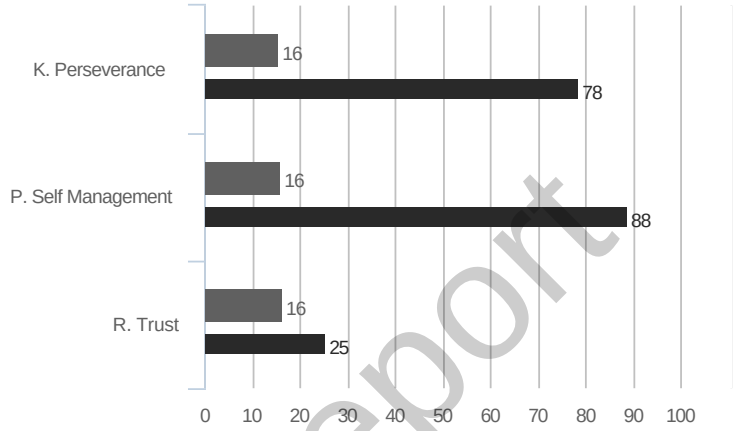

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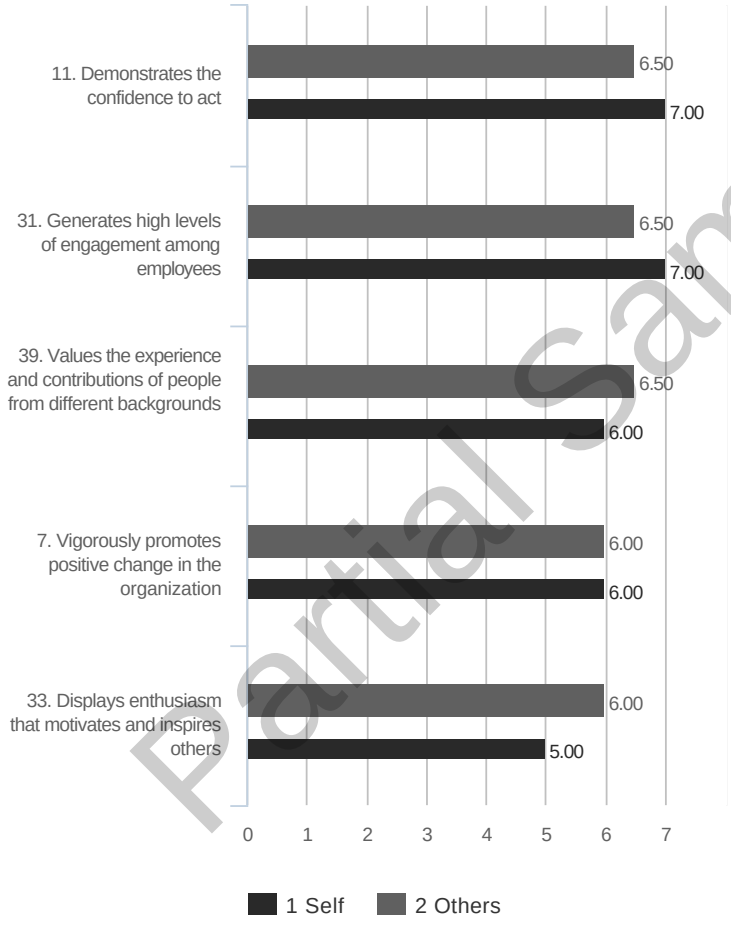

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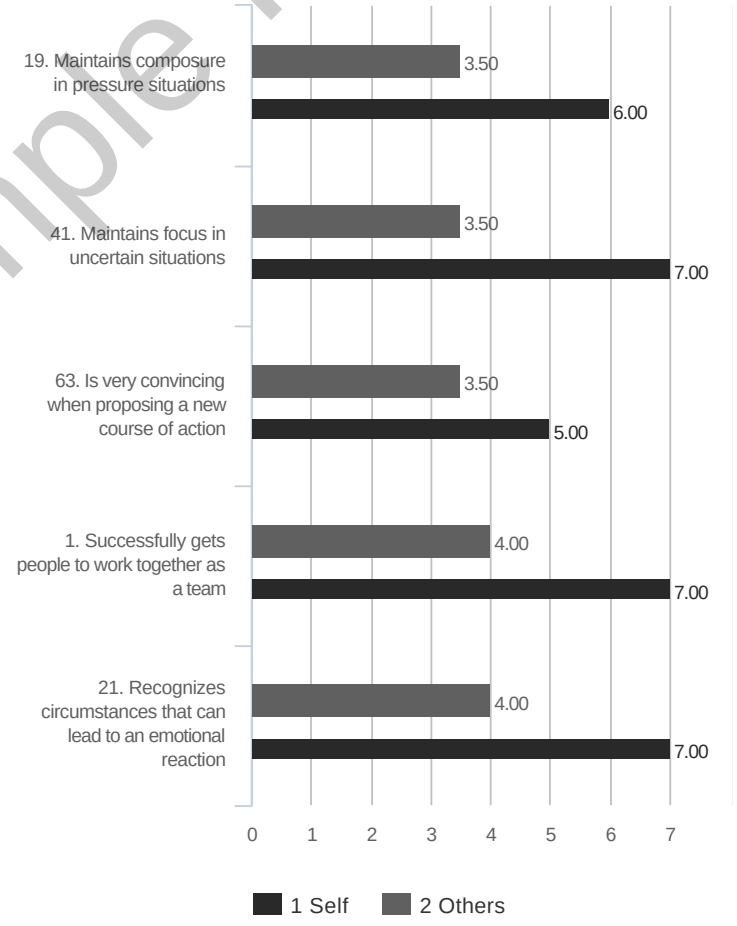

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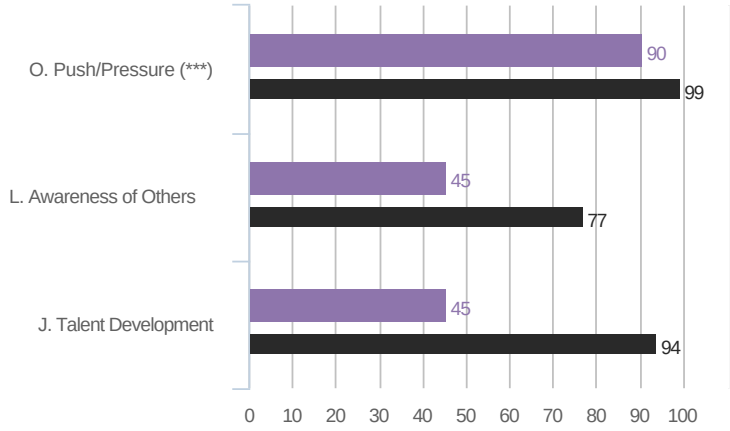

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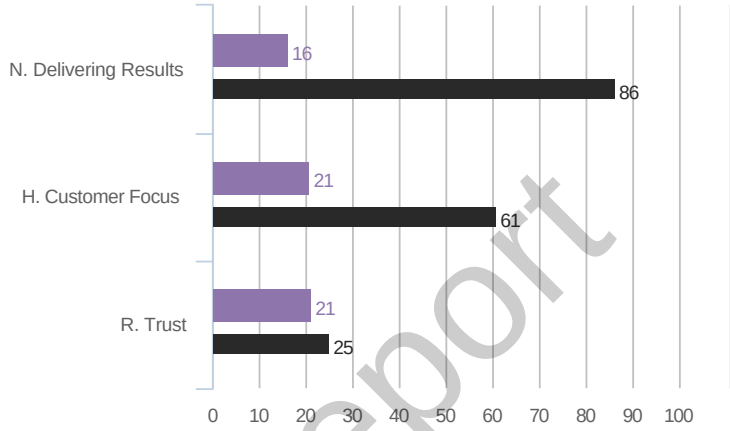

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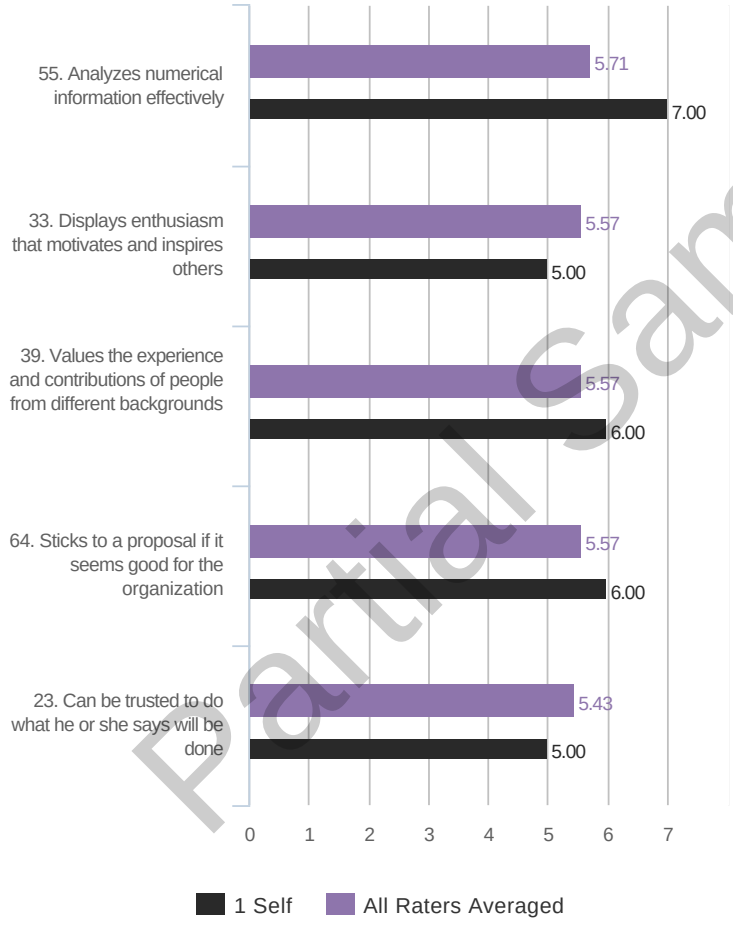

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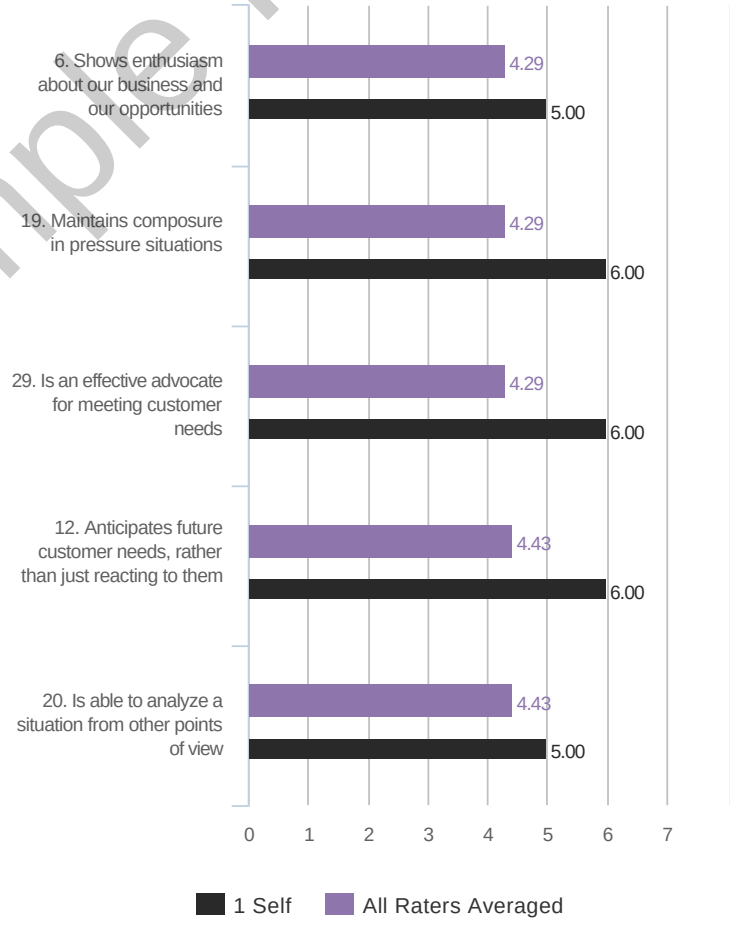

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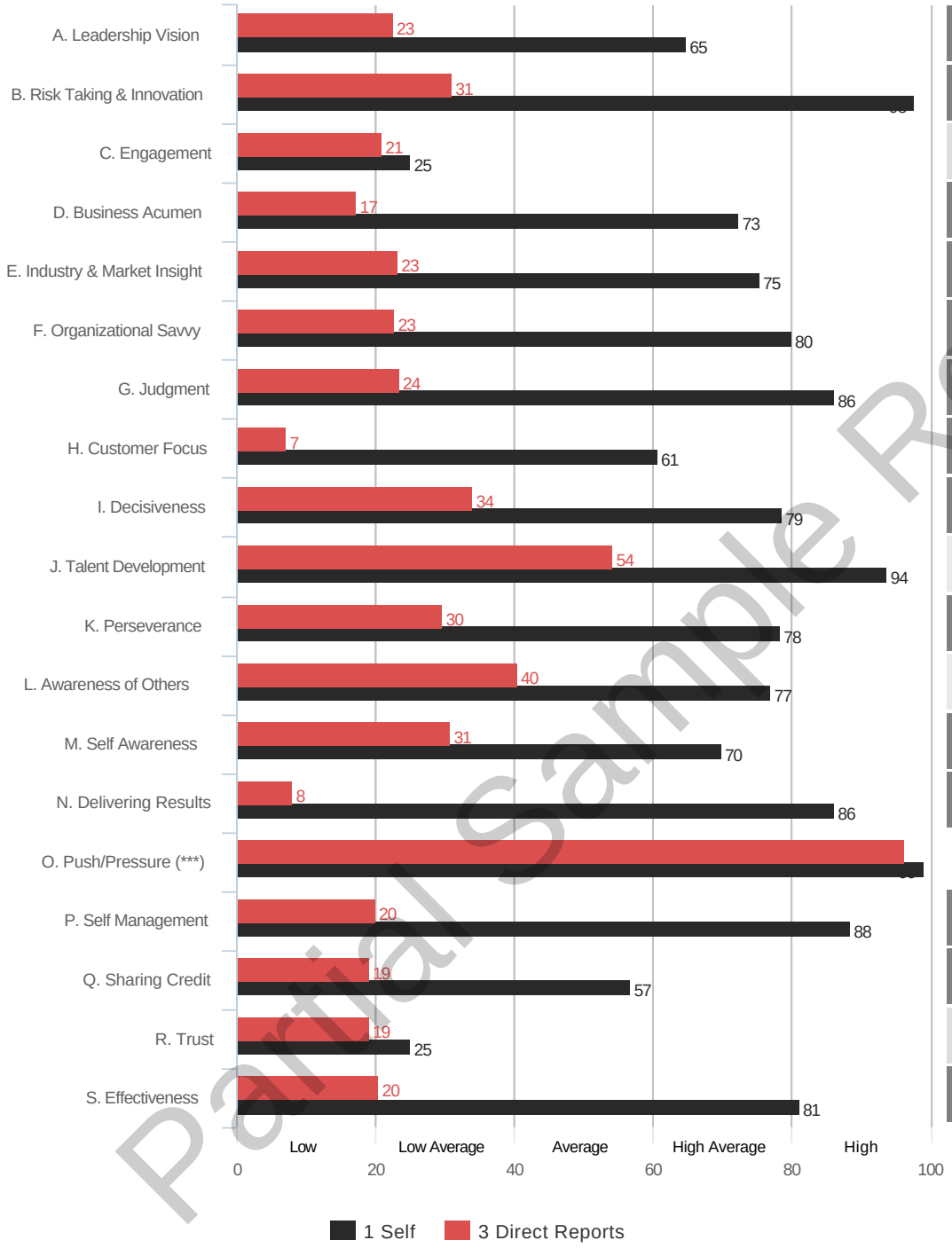
Blind Spot Analysis



A. Leadership Vision	BLIND SPOT
B. Risk Taking & Innovation	BLIND SPOT
C. Engagement	SOFT SPOT
D. Business Acumen	BLIND SPOT
E. Industry & Market Insight	BLIND SPOT
F. Organizational Savvy	BLIND SPOT
G. Judgment	BLIND SPOT
H. Customer Focus	BLIND SPOT
I. Decisiveness	BLIND SPOT
J. Talent Development	VISIBLE STRENGTH
K. Perseverance	BLIND SPOT
L. Awareness of Others	VISIBLE STRENGTH
M. Self Awareness	BLIND SPOT
N. Delivering Results	BLIND SPOT
O. Push/Pressure (***)	---
P. Self Management	BLIND SPOT
Q. Sharing Credit	BLIND SPOT
R. Trust	SOFT SPOT
S. Effectiveness	BLIND SPOT

Partial Sample Report

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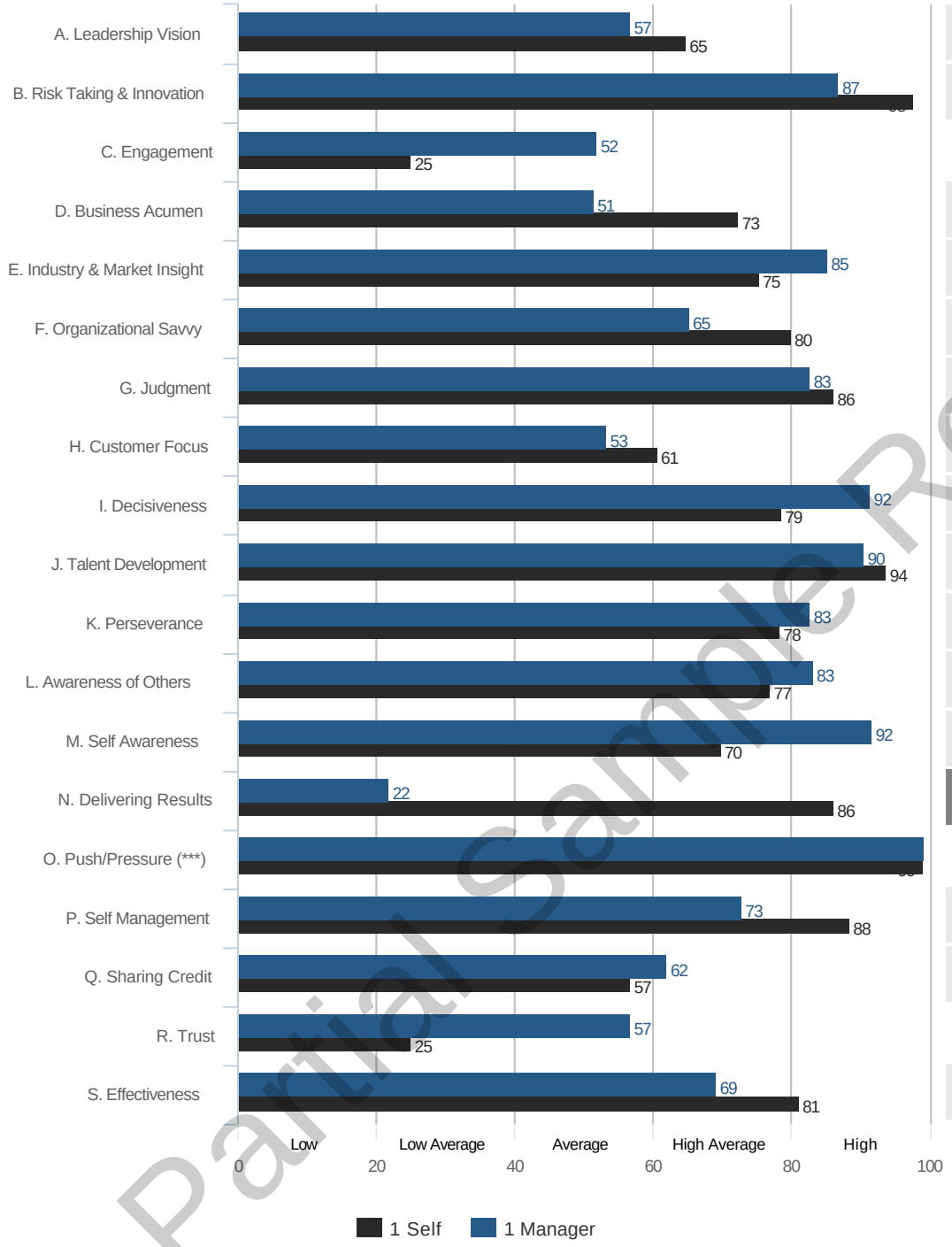

VISIBLE STRENGTH
VISIBLE STRENGTH
UNREALIZED STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
BLIND SPOT

VISIBLE STRENGTH
VISIBLE STRENGTH
UNREALIZED STRENGTH
VISIBLE STRENGTH

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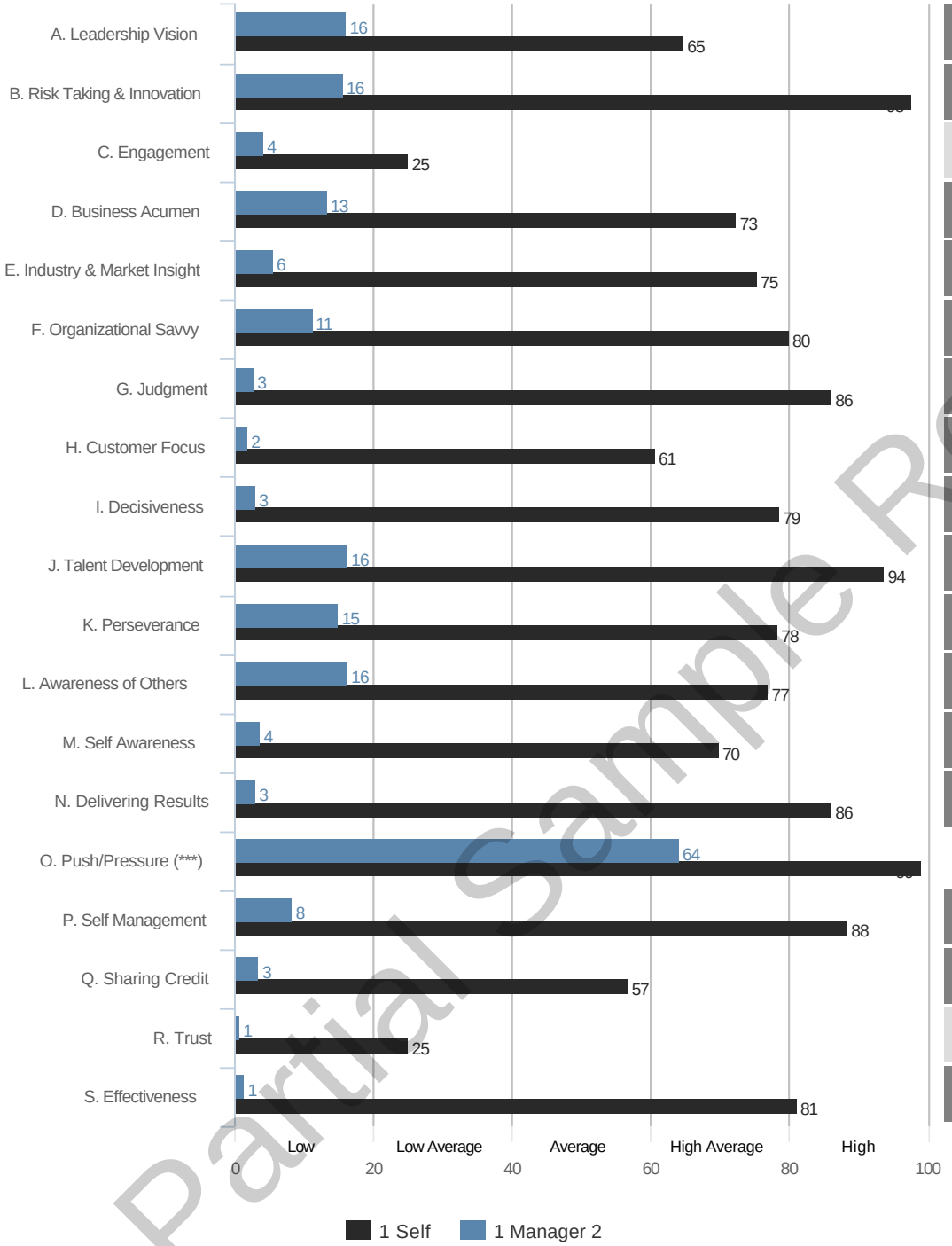

BLIND SPOT
BLIND SPOT
SOFT SPOT
BLIND SPOT
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BLIND SPOT
BLIND SPOT
SOFT SPOT
BLIND SPOT

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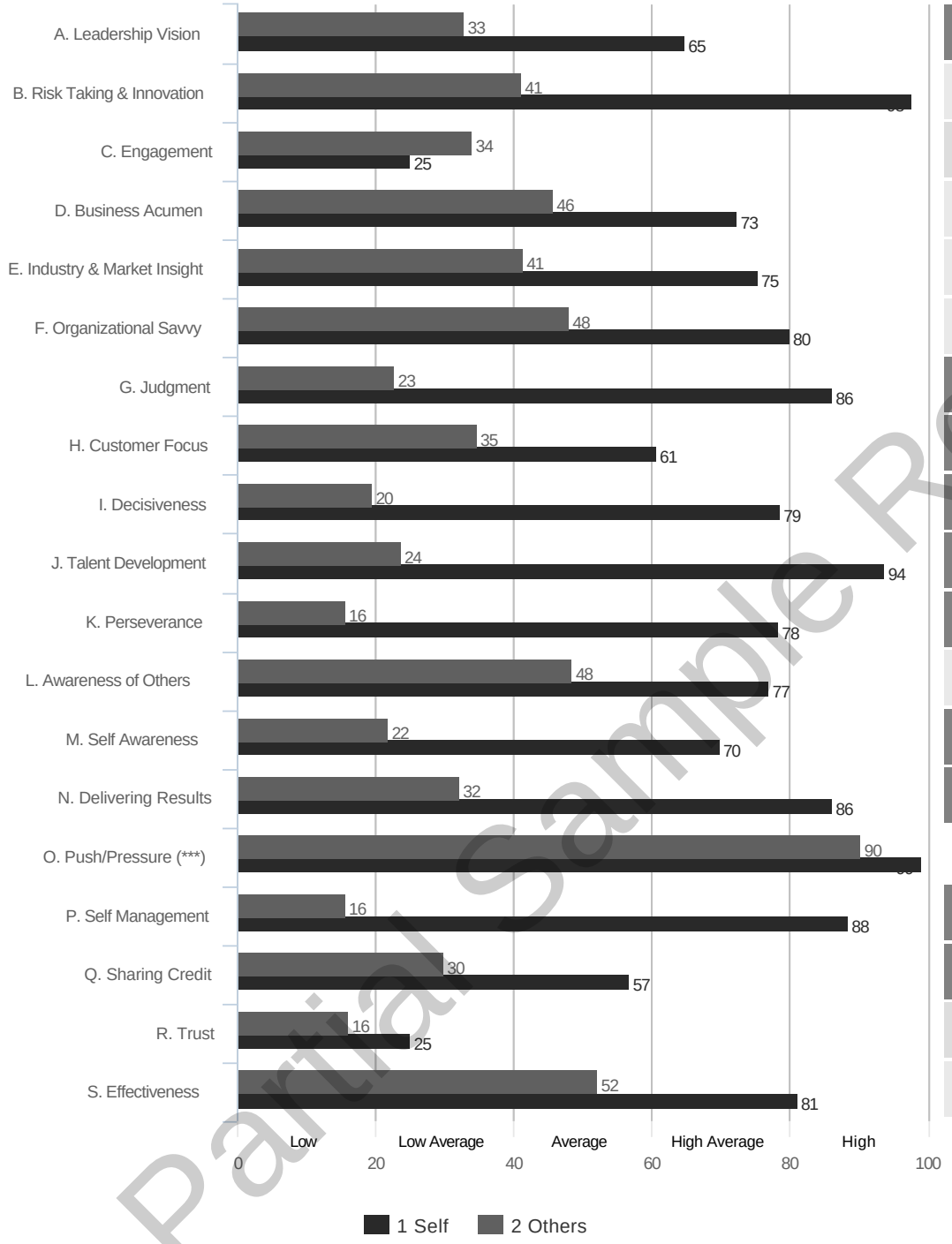

BLIND SPOT
VISIBLE STRENGTH
SOFT SPOT
VISIBLE STRENGTH
VISIBLE STRENGTH
VISIBLE STRENGTH
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BLIND SPOT
BLIND SPOT
SOFT SPOT
VISIBLE STRENGTH

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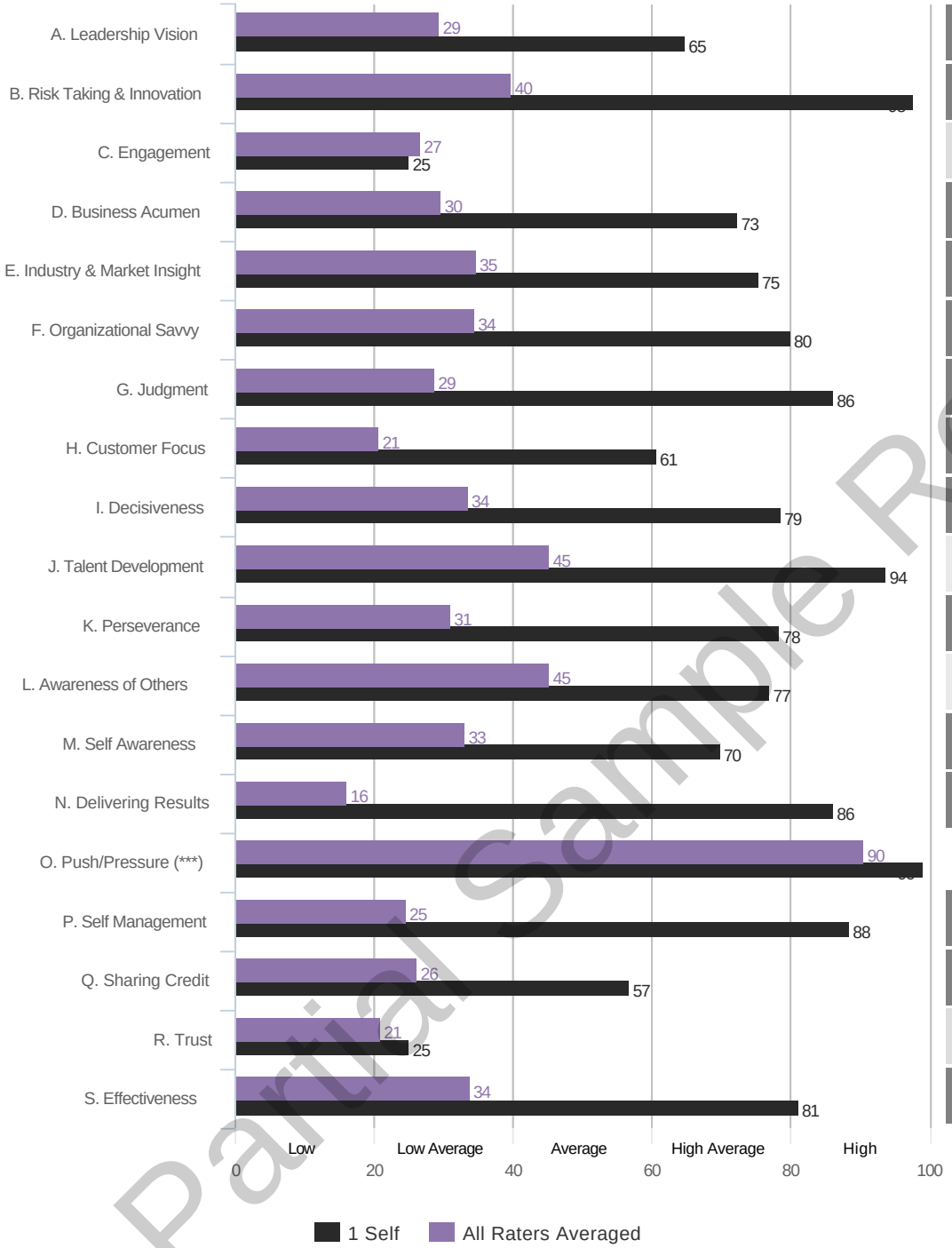

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S. Effectiveness	BLIND SPOT

Partial Sample Report

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Overall Scores

Partial Sample Report

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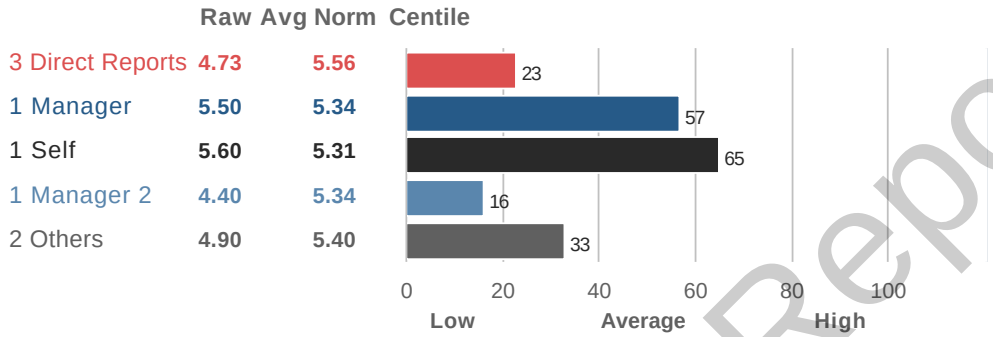
I. SETTING DIRECTION

A. Leadership Vision

Overall Scores



Question Scores

7. Vigorously promotes positive change in the organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.53	.	.	.	1	.	1	1	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
2.00	---	.	.	1	.	.	.	.	.
6.00	1.41	.	.	.	.	.	1	.	1

53. Establishes and communicates an inspiring vision

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.33	1.53	.	.	.	1	1	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
5.00	2.83	.	.	.	1	.	.	.	1

54. Articulates his or her vision in specific and concrete terms

Raw Avg	SD	NA	1	2	3	4	5	6	7
5.00	1.00	.	.	.	.	1	1	1	.
5.00	---	.	.	.	.	.	1	.	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
4.50	2.12	.	.	.	1	.	.	1	.

59. Acts in a way that makes us a progressive, global organization

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	0.58	.	.	.	.	1	2	.	.
---	---	1	.	.	.	.	.	.	.
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
5.50	2.12	.	.	.	.	1	.	.	1

Partial Sample Report

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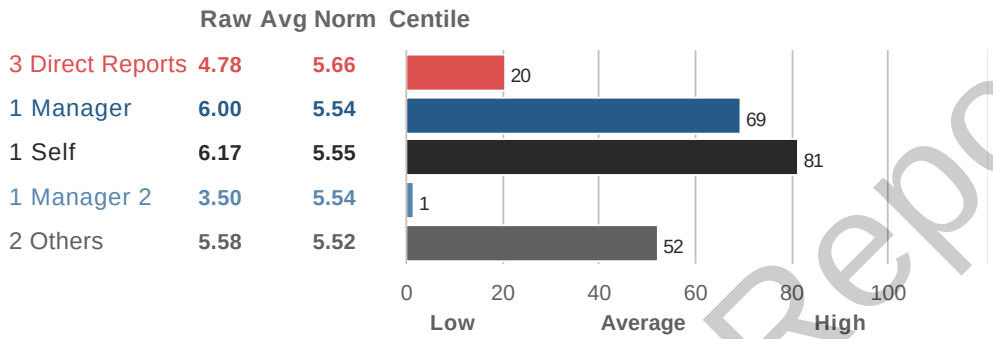
OUTCOMES

S. Effectiveness

Overall Scores



Question Scores

31. Generates high levels of engagement among employees

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	1.15	.	.	.	.	2	.	1	.
5.00	---	.	.	.	.	.	1	.	.
7.00	---	.	.	.	.	.	.	.	1
2.00	---	.	.	1	.	.	.	.	.
6.50	0.71	.	.	.	.	.	.	1	1

37. Makes tough decisions when necessary

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.67	0.58	.	.	.	.	1	2	.	.
6.00	---	.	.	.	.	.	.	1	.
6.00	---	.	.	.	.	.	.	1	.
4.00	---	.	.	.	.	1	.	.	.
6.00	1.41	.	.	.	.	.	1	.	1

40. Uses his or her influence skills effectively

Raw Avg	SD	NA	1	2	3	4	5	6	7
6.00	1.00	.	.	.	.	.	1	1	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
3.00	---	.	.	.	1	.	.	.	.
5.00	1.41	.	.	.	.	1	.	1	.

42. Converts ideas into practical reality

Raw Avg	SD	NA	1	2	3	4	5	6	7
4.00	1.73	.	.	.	2	.	.	1	.
7.00	---	.	.	.	.	.	.	.	1
6.00	---	.	.	.	.	.	.	1	.
5.00	---	.	.	.	.	.	1	.	.
4.00	2.83	.	.	1	.	.	.	1	.

Partial Sample Report

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Comments

What does this executive do that should be continued?

3 Direct Reports

- DR1 - comment 1
- Comment 1 (2)

1 Manager

- Mgr1 - comment 1

1 Self

- Self - comment 1

1 Manager 2

- Comment 1

2 Others

- Comment 1
- Others 1 - comment 1

Partial Sample Report

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What should this executive do to be more effective?

3 Direct Reports

- DR1 - comment 2
- Comment 2 (2)

1 Manager

- Mgr1 - comment 2

1 Self

- Self - comment 2

1 Manager 2

- Comment 2

2 Others

- Others 1 - comment 2
- Comment 2

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What does this executive do that should be stopped?

3 Direct Reports

- Comment 3 (2)
- DR1 - comment 3

1 Manager

- Mgr1 - comment 3

1 Self

- Self - comment 3

1 Manager 2

- Comment 3

2 Others

- Others 1 - comment 3
- Comment 3

Partial Sample Report

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Development Plan Template

Print or photocopy this page for additional development items and/or actions.

Development Item

Development Action

What action are you going to take?

How will you know you're improving? (Success Indicators)

What resources do you need?

Complete action by

Partial Sample Report

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