

Discovery Leadership Profile™

is comprehensive, convenient,
confidential, and affordable.



Discovery Leadership Profile™ is an online, 360-degree leadership survey providing leaders and managers with feedback on how their specific management practices are perceived by others.

Description:

The *Discovery Leadership Profile™* gathers perspectives and opinions about an individual's leadership performance. The participant rates him/herself and selects up to 17 raters, which include boss(es), peers, and direct reports. Based on research that identifies competencies critical for effective leadership at all levels, performance is measured by 40 items divided into 10 categories. The survey requires only 15-20 minutes to complete. The confidential and aggregated responses of raters is compared to the self-assessment of the leader in a color graph that clearly highlights the leadership strengths and developmental needs of the manager.

Features:

- ◆ Research based
- ◆ Short but comprehensive
- ◆ Offers a High/Low section for quick analysis
- ◆ Customizable questions
- ◆ Visually easy to understand
- ◆ Thorough participant workbook included
- ◆ Norms available
- ◆ Online and Trainer-centric; trainer has online control over set-up and management of the process
- ◆ Do More/Do Less qualitative assessment

Outcomes:

- ◆ Enables leaders to learn how others important to their success see their leadership performance.
- ◆ Compares self-perception to the perceptions of others.
- ◆ Establishes a common model for leadership effectiveness.
- ◆ Benchmarks individual leadership performance.
- ◆ Identifies strengths and developmental needs of managers in 10 categories identified as important for effective leadership.
- ◆ Helps create a plan for addressing leadership development needs.

Cost:

\$135 per participant (self plus up to 17 raters);
Facilitator Guide \$95.

Read more about *Discovery Leadership Profile™* on the reverse.

Leaders Listen, Leaders Learn

A Listening System

Discovery Leadership Profile™ is the system that listens. It gathers the opinions of others—bosses, peers, and direct reports—and plays back that aggregate information to leaders who want to improve their effectiveness. It analyzes raters' scores

reported on a scale of 1 to 5 for 40

behaviors grouped into 10 leadership competencies.

Discovery Leadership Profile™

presents those findings in clear, concise reports that lead to the immediate discovery of insights and the planning of steps to improve performance.

A Colorful Tale

Discovery Leadership Profile™ reports tell the story simply. They reveal the assessment of an individual's performance using a 10-sided circumplex. Each wedge represents one leadership competency. The report compares four circumplexes—one for self, one for boss(es), one for peers, and one for direct reports. Ratings are aggregated to assure the anonymity of respondents except boss and self. Participants can immediately see differences revealed among the assessments of these separate raters.

And Something Special, More or Less

In a unique opportunity, respondents also inform the individual to "Do More" or "Do Less" of each behavior rated.

A Personal Top Ten

To help with evaluating feedback, the report reveals the ten behaviors with the highest scores and the ten with the lowest scores. This ranking helps reveal perceived strengths and areas for development.

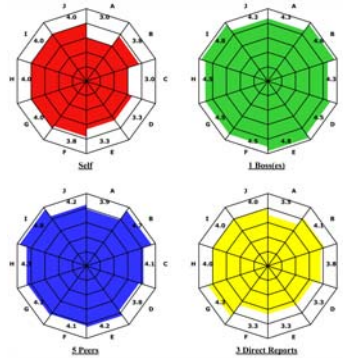
Maximizing Results

The 20-page workbook, *Maximizing Results*, includes a Feedback Window that helps interpret the data. Goal Planning Forms help participants plan actions to improve leadership behaviors. Available online, the workbook may be downloaded and printed.

Learning Transfer

Discovery Leadership Profile Plus, an innovative, learning transfer tool, enables participants to select up to five items as goals to work on over 12 weeks. The online system contacts participants weekly and enables an assessment of progress over the 12-week period.

	Self	Combined Raters Boss(es)	Direct Reports	Peers	Others		Direct Report Range		Peer Range		Do More	Do Less
					1	2	3	4	5	1		
Direction & Strategy												
1. Communicates a clear and motivating vision. (-)	3.0	3.9	4.3	3.5	3.9	4.0						
2. Aligns department/business unit with the strategies of the organization	3.0	3.4	4.0	3.5	3.3	3.7						
3. Articulates clear goals and objectives. (-)	3.0	4.1	4.0	4.0	4.2	4.0						
4. Deals with immediate demands without losing long-term focus	3.0	3.8	4.0	3.3	3.8	3.7						
Follow Through & Accountability												
5. Sets projects/tasks through to the end. (+)	3.0	4.4	5.0	4.0	4.3	4.7						
6. Meets agreed upon deadlines. (+)	3.8	4.5	4.8	4.1	4.7	4.5						
7. Ensures that people have the skills and resources to do their jobs	4.0	4.5	5.0	4.0	4.6	4.5						
8. Follows through on promises and commitments. (+)	3.0	4.1	4.0	4.0	4.3	4.0						
Communication & Influence												
9. Listens to others with a desire to understand	4.0	4.8	5.0	4.0	5.0	5.0						
10. Seeks higher ideas in the organization successfully. (-)	3.0	4.0	4.3	3.8	4.1	4.0						
11. States his/her opinions effectively. (-)	3.0	4.1	4.0	4.0	4.3	4.0						
12. Tries to insure that everyone has the information that s/he needs	3.0	4.2	4.0	4.0	4.0	4.7						
Developing & Mentoring Others												
13. Attracts and develops the best people. (-)	3.3	3.8	4.5	3.3	3.8	4.0						
	4.0	3.9	5.0	4.0	3.3	4.0						



Less is More

Discovery Leadership Profile™ creates effective feedback with only forty questions—less than half that in many other instruments.

Custom Questions

Discovery Leadership Profile™ allows the trainer/consultant to specify five customized questions. DLP can also accommodate open-ended, narrative responses on one issue.

Consultant-Centered

Through online access, the trainer/consultant has complete control of the survey in its application, registering all participants, scheduling assessment instrument delivery, and specifying email reminders to participants. All respondents interact with *Discovery Leadership Profile™* online. The system compiles client data and delivers electronic reports to the consultant/trainer for printing/distribution.

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For a demonstration, please contact Discovery Learning, Inc. at www.discoverylearning.com or (336) 272-9530.