

# Discovery Leadership Profile for Public Health™

is comprehensive, convenient, confidential, and affordable.



## *Discovery Leadership Profile for Public Health™*

*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 for Public Health™* gathers perspectives and opinions about an individual's leadership performance. The participant rates him/herself and selects up to 17 selected 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 62 items divided into 15 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 individual public health 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 setting up and managing 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 public health leadership effectiveness.
- ◆ Benchmarks individual leadership performance.
- ◆ Identifies strengths and developmental needs of managers in 15 categories identified as important for effective public health 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 for Public Health™* on the reverse.

# Leaders Listen, Leaders Learn

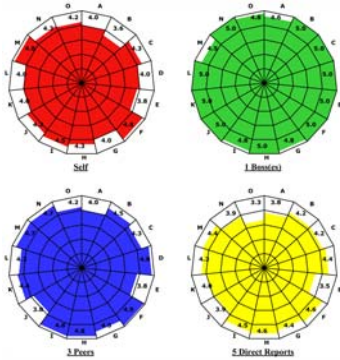
## A Listening System

*Discovery Leadership Profile for Public Health™* 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 62 behaviors grouped into 15 leadership competencies.

*Discovery Leadership Profile for Public Health™* 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 for Public Health™* reports tell the story simply. They reveal the assessment of an individual's performance using a 15-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.

## Less is More

*Discovery Leadership Profile for Public Health™* creates effective feedback with only 62 questions—much less than in many other instruments.

## Custom Questions

*Discovery Leadership Profile for Public Health™* allows the trainer/consultant to specify five customized questions. DLPPH 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 for Public Health™* 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](http://www.discoverylearning.com) or (336) 272-9530.

Assessment Scale 1 = Rarely 2 = Occasionally 3 = Often 4 = Very Often 5 = Always N/O = Not Observed	Self	Combined Raters (Boss(es))	Direct Reports	Peers	Others	Direct Report Range 1 2 3 4 5	Peer Range 1 2 3 4 5	Do More		Do Less	
								Self	Boss	Peers	Direct Reports
<b>Direction and Strategy</b>	4.0	4.1	4.6	3.8	4.0	4.5					
1. Displays an understanding of the purpose and mission of the organization. (+)	5.0	4.8	5.0	5.0	4.3	5.0					
2. Works to create a clear and motivating vision. (-)	3.0	3.9	4.0	3.8	3.3	4.0					
3. Engages others in strategic, long-range planning. (-)	4.0	3.8	4.0	3.0	4.0	4.5					
4. Articulates clear goals and objectives.	4.0	4.1	5.0	3.8	4.0	4.3					
5. Deals with immediate demands without losing long-term focus.	4.0	4.1	5.0	3.6	4.3	4.3					
<b>Follow Through and Accountability</b>	3.6	4.4	5.0	4.2	4.5	4.6					
6. Follows through with tasks and assignments.	4.0	4.3	5.0	3.6	4.5	4.8					
7. Jumps in and does his/her share of the work. (+)	4.0	4.8	5.0	4.6	4.7	5.0					
8. Ensures that people have the skills and resources to do their jobs.	4.0	4.2	5.0	4.0	4.6	4.3					
9. Is good with the details of projects and tasks. (+)	3.0	4.8	5.0	5.0	4.7	4.7					
10. Understands and attends to front-line operations.	3.0	4.2	5.0	3.8	4.7	4.0					
<b>Conflict and Negotiation</b>	4.3	4.3	5.0	4.2	4.3	4.3					
11. Encourages people to ask questions and disagree.	5.0	4.3	5.0	4.4	4.0	4.3					
12. Seeks to understand those with whom he/she disagrees.	4.0	4.6	5.0	4.6	4.7	4.3					
13. Is willing to challenge others regardless of their status. (-)	4.0	3.8	5.0	3.4	4.0	4.0					
14. Works toward win-win outcomes.	4.0	4.6	5.0	4.4	4.7	4.8					