



## Discovery Leadership Profile™ Normative Data

9/2/2008

Category and Item Number	Self	All Non-Self Raters	Boss	Direct Reports	Peers
<b>Direction &amp; Strategy</b>	<b>3.82</b>	<b>4.08</b>	<b>3.89</b>	<b>4.15</b>	<b>4.03</b>
Item: 1	3.62	3.95	3.72	4.03	3.91
2	3.99	4.14	3.96	4.22	4.10
3	3.72	4.06	3.89	4.10	4.04
4	3.92	4.12	3.99	4.19	4.07
<b>Follow Through &amp; Accountability</b>	<b>4.07</b>	<b>4.22</b>	<b>4.19</b>	<b>4.22</b>	<b>4.19</b>
5	4.12	4.31	4.31	4.29	4.29
6	4.02	4.22	4.17	4.24	4.18
7	3.90	4.05	3.98	4.07	4.01
8	4.23	4.29	4.33	4.24	4.28
<b>Communication &amp; Influence</b>	<b>3.89</b>	<b>4.13</b>	<b>3.97</b>	<b>4.20</b>	<b>4.08</b>
9	4.17	4.22	4.12	4.23	4.18
10	3.61	4.00	3.75	4.14	3.93
11	3.76	4.16	3.93	4.28	4.09
12	4.05	4.15	4.11	4.15	4.11
<b>Developing &amp; Mentoring Others</b>	<b>3.70</b>	<b>3.98</b>	<b>3.91</b>	<b>3.99</b>	<b>3.95</b>
13	3.78	3.92	3.81	4.01	3.83
14	3.64	3.96	3.81	4.00	3.92
15	3.75	3.98	4.01	3.91	4.01
16	3.58	4.00	3.94	3.95	4.02
<b>Self-Management</b>	<b>3.86</b>	<b>4.19</b>	<b>4.10</b>	<b>4.27</b>	<b>4.10</b>
17	3.54	4.15	4.04	4.26	4.05
18	3.84	4.17	4.08	4.25	4.08
19	4.22	4.23	4.19	4.28	4.17
20	3.86	4.18	4.11	4.23	4.13
<b>Business Management</b>	<b>3.89</b>	<b>4.23</b>	<b>4.02</b>	<b>4.36</b>	<b>4.15</b>
21	3.87	4.18	4.00	4.28	4.14
22	4.06	4.24	4.15	4.32	4.17
23	3.66	4.25	3.89	4.46	4.14
24	3.96	4.20	4.02	4.27	4.15
<b>Team Management</b>	<b>4.09</b>	<b>4.17</b>	<b>4.15</b>	<b>4.18</b>	<b>4.12</b>
25	3.92	4.08	4.05	4.03	4.09
26	4.16	4.17	4.22	4.17	4.12
27	4.12	4.13	4.06	4.15	4.09
28	4.18	4.20	4.20	4.19	4.16
<b>Change &amp; Innovation</b>	<b>3.87</b>	<b>4.08</b>	<b>3.98</b>	<b>4.13</b>	<b>4.02</b>
29	4.03	4.19	4.19	4.22	4.13
30	3.88	3.99	3.91	4.01	3.95
31	3.55	3.87	3.79	3.90	3.83
32	4.03	4.23	4.04	4.34	4.16
<b>Trust &amp; Integrity</b>	<b>4.40</b>	<b>4.45</b>	<b>4.50</b>	<b>4.41</b>	<b>4.42</b>
33	4.29	4.28	4.33	4.19	4.28
34	4.59	4.57	4.67	4.53	4.54
35	4.47	4.52	4.55	4.52	4.48

	<b>36</b>	4.26	4.36	4.42	4.33	4.33
	<b>Decision Making &amp; Problem Solving</b>	<b>3.98</b>	<b>4.16</b>	<b>4.00</b>	<b>4.22</b>	<b>4.11</b>
	<b>37</b>	4.10	4.19	4.05	4.24	4.14
	<b>38</b>	3.37	4.07	3.87	4.16	4.01
	<b>39</b>	4.03	4.12	4.01	4.16	4.08
	<b>40</b>	4.06	4.22	4.10	4.26	4.17



Self = 1,244

All Non-Self Raters = 12,176

Boss(es) = 1,464

Peers = 4,664

Direct Reports = 4,341

Others = 1,707