



## Discovery Leadership Profile for Educators™ Normative Data

2007

Category and Item Number	Self	Non-Self Raters	Boss	Direct Reports	Peers	Others
<b>Direction &amp; Strategy</b>	<b>4.2</b>	<b>4.5</b>	<b>4.2</b>	<b>4.3</b>	<b>4.4</b>	<b>4.5</b>
Item 1	4.6	4.6	4.5	4.6	4.6	4.7
2	4.2	4.3	4.2	4.2	4.5	4.5
3	4.0	4.3	4.0	4.3	4.3	4.4
4	3.9	4.3	4.1	4.2	4.4	4.4
5	4.2	4.2	4.1	4.1	4.4	4.3
<b>Follow Through &amp; Accountability</b>	<b>4.5</b>	<b>4.6</b>	<b>4.4</b>	<b>4.4</b>	<b>4.6</b>	<b>4.6</b>
6	4.4	4.4	4.5	4.1	4.6	4.6
7	4.9	4.7	4.8	4.6	4.7	4.8
8	4.3	4.4	4.3	4.4	4.5	4.5
9	4.3	4.4	4.4	4.2	4.5	4.5
10	4.4	4.4	4.2	4.4	4.5	4.5
<b>Conflict &amp; Negotiation</b>	<b>4.0</b>	<b>4.3</b>	<b>3.8</b>	<b>4.1</b>	<b>4.2</b>	<b>4.3</b>
11	4.0	4.0	3.3	4.0	4.0	4.4
12	3.9	4.0	3.7	3.9	4.2	4.3
13	3.6	4.2	4.0	4.3	4.1	4.3
14	4.4	4.4	4.0	4.4	4.4	4.5
<b>Communication</b>	<b>4.1</b>	<b>4.5</b>	<b>4.4</b>	<b>4.4</b>	<b>4.6</b>	<b>4.5</b>
15	4.0	4.4	4.4	4.3	4.5	4.5
16	4.3	4.4	4.3	4.3	4.6	4.5
17	4.1	4.5	4.4	4.4	4.6	4.7
<b>Developing &amp; Mentoring Others</b>	<b>4.2</b>	<b>4.5</b>	<b>4.0</b>	<b>4.2</b>	<b>4.3</b>	<b>4.5</b>
18	4.0	4.4	4.3	4.3	4.4	4.5
19	4.2	4.2	3.9	4.2	4.3	4.5
20	4.0	4.2	3.8	4.2	4.2	4.4
21	4.0	4.1	3.7	4.0	4.3	4.4
22	4.6	4.3	4.0	4.3	4.4	4.6
<b>Diversity</b>	<b>4.4</b>	<b>4.6</b>	<b>4.4</b>	<b>4.3</b>	<b>4.5</b>	<b>4.6</b>
23	4.6	4.5	4.3	4.4	4.6	4.7
24	4.2	4.2	4.2	4.1	4.4	4.4
25	4.7	4.5	4.6	4.4	4.7	4.7
26	4.1	4.4	4.4	4.3	4.5	4.6
<b>Instructional Leadership</b>	<b>4.1</b>	<b>4.5</b>	<b>4.2</b>	<b>4.4</b>	<b>4.4</b>	<b>4.5</b>
27	4.2	4.5	4.3	4.5	4.6	4.6
28	4.0	4.3	4.0	4.3	4.3	4.5
29	3.9	4.3	4.0	4.3	4.3	4.4
30	4.1	4.4	4.3	4.4	4.5	4.5
<b>Collaboration</b>	<b>4.4</b>	<b>4.6</b>	<b>4.1</b>	<b>4.4</b>	<b>4.5</b>	<b>4.6</b>
31	4.6	4.5	4.1	4.5	4.6	4.6
32	4.4	4.4	4.1	4.3	4.5	4.5
33	4.3	4.4	4.2	4.3	4.5	4.5
<b>Self-Management</b>	<b>4.1</b>	<b>4.4</b>	<b>4.1</b>	<b>4.2</b>	<b>4.4</b>	<b>4.4</b>
34	3.4	4.2	3.9	4.3	4.1	4.4
35	4.0	4.1	3.7	4.0	4.3	4.2
36	4.6	4.4	4.4	4.2	4.5	4.6

37	4.4	4.4	4.3	4.3	4.5	4.5
38	4.4	4.2	4.0	4.1	4.4	4.6
39	4.0	4.3	4.3	4.3	4.2	4.4
<b>Teams</b>	<b>4.1</b>	<b>4.5</b>	<b>4.3</b>	<b>4.3</b>	<b>4.5</b>	<b>4.5</b>
40	4.2	4.4	4.4	4.4	4.4	4.6
41	4.3	4.4	4.3	4.3	4.5	4.5
42	3.9	4.3	4.1	4.1	4.5	4.4
<b>Change</b>	<b>4.0</b>	<b>4.5</b>	<b>4.1</b>	<b>4.2</b>	<b>4.4</b>	<b>4.5</b>
43	4.0	4.2	4.2	4.2	4.2	4.4
44	3.9	4.2	3.8	4.1	4.4	4.4
45	3.9	4.3	4.3	4.1	4.4	4.6
46	4.2	4.3	4.2	4.3	4.5	4.4
47	4.3	4.4	4.1	4.4	4.5	4.5
<b>Innovation</b>	<b>4.2</b>	<b>4.5</b>	<b>4.2</b>	<b>4.3</b>	<b>4.5</b>	<b>4.5</b>
48	4.1	4.3	4.2	4.2	4.4	4.5
49	4.4	4.4	4.3	4.3	4.5	4.6
50	4.2	4.4	4.2	4.3	4.5	4.5
<b>Student/Stakeholder Service</b>	<b>4.5</b>	<b>4.7</b>	<b>4.5</b>	<b>4.5</b>	<b>4.7</b>	<b>4.7</b>
51	4.8	4.7	4.7	4.6	4.8	4.8
52	4.4	4.6	4.6	4.5	4.7	4.7
53	4.4	4.6	4.4	4.6	4.6	4.7
54	4.5	4.5	4.4	4.4	4.6	4.7
<b>Integrity &amp; Trust</b>	<b>4.5</b>	<b>4.7</b>	<b>4.5</b>	<b>4.3</b>	<b>4.6</b>	<b>4.7</b>
55	4.5	4.6	4.6	4.5	4.5	4.8
56	4.6	4.5	4.6	4.3	4.7	4.8
57	4.4	4.4	4.2	4.2	4.5	4.4
<b>Decision Making &amp; Problem Solving</b>	<b>4.0</b>	<b>4.5</b>	<b>4.1</b>	<b>4.2</b>	<b>4.3</b>	<b>4.5</b>
58	4.2	4.3	4.1	4.2	4.4	4.5
59	4.0	4.3	4.0	4.3	4.4	4.6
60	4.0	4.3	4.3	4.1	4.4	4.6
61	3.6	4.1	3.9	4.0	4.2	4.3
62	4.2	4.3	4.1	4.3	4.4	4.4



Self – 70

All Non Self Raters – 8

Bosses – 90

Peers – 261

Direct Reports – 384

Others – 114