



Discovery Leadership Profile for Public Health™ Normative Data

CATEGORY & ITEM NUMBER	SELF	ALL NON-SELF RATERS	BOSS(ES)	DIRECT REPORT	PEER
Direction & Strategy	3.95	4.30	4.12	4.31	4.32
Item: 1	4.42	4.56	4.44	4.61	4.55
2	3.94	4.28	4.11	4.27	4.29
3	3.67	4.14	3.85	4.15	4.17
4	3.78	4.22	4.05	4.19	4.24
5	3.93	4.30	4.17	4.30	4.32
Follow Through & Accountability	4.15	4.44	4.39	4.40	4.44
6	4.26	4.50	4.48	4.43	4.53
7	4.51	4.59	4.61	4.53	4.58
8	3.96	4.30	4.15	4.36	4.29
9	4.00	4.43	4.38	4.38	4.44
10	3.99	4.36	4.28	4.32	4.37
Conflict & Negotiation	3.86	4.16	4.04	4.19	4.14
11	3.95	4.11	4.00	4.16	4.07
12	3.80	4.05	3.96	4.06	4.03
13	3.60	4.10	3.95	4.13	4.09
14	4.09	4.36	4.25	4.40	4.35
Communication	3.91	4.39	4.24	4.43	4.38
15	3.79	4.34	7.19	4.36	4.34
16	3.86	4.37	4.22	4.42	4.35
17	4.06	4.43	4.27	4.49	4.44
Developing & Mentoring Others	3.71	4.19	4.01	4.22	4.20
18	3.66	4.24	4.03	4.27	4.25
19	3.61	4.11	3.92	4.15	4.12
20	3.44	4.07	3.78	4.17	4.07
21	3.71	4.15	4.03	4.12	4.18
22	4.12	4.36	4.29	4.33	4.37
Diversity	4.15	4.41	4.33	4.38	4.40
23	4.16	4.45	4.39	4.42	4.44
24	4.08	4.29	4.24	4.25	4.28
25	4.51	4.52	4.49	4.49	4.51
26	3.87	4.28	4.16	4.31	4.27
Complex Systems	3.76	4.25	4.07	4.32	4.24
27	4.10	4.47	4.28	4.54	4.45
28	3.47	3.95	3.71	4.05	3.93
29	3.78	4.29	4.16	4.31	4.28
30	3.66	4.25	4.08	4.34	4.24
Collaboration	4.13	4.43	4.32	4.44	4.42
31	4.14	4.44	4.34	4.46	4.41
32	4.08	4.42	4.32	4.41	4.43
33	4.18	4.40	4.30	4.42	4.38
Self- Management	3.93	4.30	4.20	4.30	4.30
34	3.79	3.37	4.28	4.41	4.37
35	3.77	4.13	3.94	4.15	4.15
36	4.36	4.41	4.41	4.36	4.42
37	3.96	4.32	4.22	4.34	4.31

38	3.97	4.26	4.18	4.23	4.25
39	3.75	4.27	4.18	4.28	4.26
Teams	3.95	4.36	4.28	4.33	4.37
40	3.93	4.39	4.26	4.40	4.39
41	4.18	4.39	4.33	4.38	4.37
42	3.37	4.26	4.17	4.19	4.27
Change	3.87	4.27	4.17	4.31	4.25
43	3.78	4.19	4.09	4.22	4.19
44	3.62	4.13	3.97	4.20	4.13
45	3.86	4.25	4.19	4.30	4.20
46	4.00	4.40	4.30	4.40	4.40
47	4.07	4.35	4.27	4.40	4.32
Innovation	3.99	4.41	4.34	4.40	4.40
48	3.82	4.37	4.32	4.34	4.37
49	4.12	4.40	4.36	4.39	4.38
50	4.02	4.40	4.31	4.39	4.41
Client/Customer Service	4.35	4.55	4.47	4.56	4.54
51	4.65	4.73	4.74	4.73	4.71
52	4.33	4.51	4.40	4.55	4.49
53	4.15	4.43	4.30	4.46	4.43
54	4.28	4.48	4.42	4.47	4.47
Integrity & Trust	4.29	4.50	4.51	4.44	4.51
55	4.23	4.50	4.47	4.49	4.49
56	4.46	4.60	4.61	4.51	4.62
57	4.19	4.37	4.40	4.28	4.38
Decision Making & Problem Solving	3.94	4.30	4.20	4.30	4.32
58	4.13	4.36	4.30	4.30	4.38
59	3.93	4.35	4.19	4.38	4.35
60	3.87	4.35	4.31	4.29	4.38
61	3.67	4.08	3.96	4.12	4.10
62	4.09	4.36	4.22	4.39	4.36



Self = 524
All Non-Self Raters = 5,043
Boss(es) = 674

Peers = 2,195
Direct Reports = 1,323
Others = 851