



Discovery Leadership Profile for the Public Sector™ Normative Data
2004

Category and Item Number	Self	All Non-Self Raters	Boss	Peers	Direct Reports
Direction and Strategy	3.9	4.0	3.8	4.1	4.1
Item: 1	4.4	4.5	4.4	4.6	4.5
2	3.7	3.9	3.7	4.0	4.0
3	3.7	3.9	3.6	3.9	4.0
4	3.6	3.9	3.7	4.0	4.0
5	3.9	4.0	3.8	4.1	4.1
Follow Through and Accountability	4.0	4.2	4.2	4.3	4.3
6	4.1	4.3	4.3	4.4	4.3
7	4.5	4.5	4.4	4.5	4.5
8	3.9	4.1	3.9	4.2	4.2
9	3.8	4.2	4.1	4.3	4.2
10	3.8	4.0	4.1	4.1	4.1
Conflict and Negotiations	3.8	3.9	3.7	3.9	4.0
11	3.9	3.8	3.5	3.8	3.9
12	3.7	3.7	3.5	3.9	3.8
13	3.7	3.9	3.7	3.9	3.9
14	3.9	4.1	3.9	4.1	4.2
Communication	3.8	4.1	3.9	4.2	4.3
15	3.7	4.1	3.8	4.2	4.2
16	3.7	4.1	3.9	4.2	4.2
17	3.9	4.2	4.1	4.3	4.5
Developing and Mentoring Others	3.8	3.9	3.7	4.0	4.0
18	3.6	3.9	3.8	3.9	4.0
19	3.6	3.8	3.5	3.9	3.9
20	3.6	3.9	3.6	4.0	4.1
21	4.0	4.0	3.9	4.0	4.0
22	4.1	4.1	3.9	4.2	4.2
Diversity	4.0	4.1	3.9	4.1	4.2
23	4.1	4.2	4.0	4.2	4.4
24	4.0	4.0	3.8	4.0	4.1
25	4.2	4.1	3.9	4.2	4.2
26	3.6	3.9	3.7	3.9	4.0
Complex Systems	3.7	4.0	3.7	4.0	4.2
27	4.3	4.3	4.0	4.3	4.4
28	3.1	3.4	3.1	3.5	3.6
29	3.7	4.0	3.7	4.1	4.2
30	3.8	4.2	3.9	4.2	4.4
Collaborations	4.0	4.2	4.0	4.2	4.3
31	4.1	4.2	4.1	4.2	4.3
32	3.7	4.2	4.0	4.3	4.4
33	4.1	4.1	3.9	4.2	4.3
Self-Management	3.8	4.0	3.9	4.1	4.2
34	3.6	4.1	4.0	4.2	4.3

35	3.6	3.7	3.4	3.8	3.9
36	4.3	4.2	4.2	4.2	4.3
37	4.0	4.1	4.0	4.2	4.3
38	3.8	3.9	3.8	3.9	4.1
39	3.5	3.9	3.7	4.0	4.1
Teams	3.9	4.1	4.0	4.2	4.2
40	4.0	4.2	4.1	4.2	4.4
41	4.1	4.1	4.0	4.2	4.2
42	3.6	4.0	3.9	4.1	4.1
Change	3.8	4.0	3.8	4.0	4.2
43	3.7	3.9	3.9	3.9	4.0
44	3.5	3.8	3.5	3.8	4.1
45	3.8	4.0	3.7	4.0	4.1
46	4.0	4.2	4.1	4.2	4.3
47	3.9	4.1	3.9	4.1	4.3
Innovation	3.8	4.1	4.0	4.2	4.2
48	3.7	4.1	3.9	4.2	4.2
49	4.0	4.1	3.9	4.1	4.2
50	3.7	4.1	4.0	4.2	4.3
Client/Customer Service	4.3	4.4	4.4	4.4	4.5
51	4.6	4.6	4.6	4.6	4.7
52	4.2	4.3	4.2	4.3	4.4
53	4.1	4.3	4.3	4.3	4.4
54	4.2	4.3	4.4	4.3	4.4
Integrity and Trust	4.2	4.3	4.2	4.3	4.3
55	4.3	4.4	4.4	4.3	4.4
56	4.4	4.4	4.3	4.4	4.4
57	4.0	4.1	3.9	4.1	4.1
Decision Making and Problem Solving	3.8	4.0	3.8	4.1	4.2
58	4.0	4.1	3.8	4.1	4.2
59	3.8	4.1	3.7	4.1	4.3
60	3.7	4.0	3.9	4.1	4.1
61	3.6	3.9	3.7	3.9	4.0
62	3.9	4.1	3.9	4.1	4.3

