# Leadership Insights™ SJT

Insights presents leaders with real-world situations that they would encounter. These are presented in an engaging way using animated vignettes. Test participants are presented with a range of leadership related scenarios which are followed by a series of items that represent ways in which participants could respond to the situation.

Their task is to rate the effectiveness of each response option according to them. The participant judgments are scored through comparison to those of Subject Matter Experts (SMEs). The tool is designed to measure leadership effectiveness using the Leadership Insights behavioral framework.

Leadership Insights behavioral framework provides High Performance Leadership Competency Clusters.

## 01
**Thinking Cluster:**
- Acquiring Information
- Generating Ideas

## 02
**Achieving Cluster:**
- Proactivity
- Continuous Improvement

## 03
**Empowering Cluster:**
- Emotional Awareness
- Teamwork

## 04
**Directing Cluster:**
- Confidence
- Presence

Performance, Inspired

# Leadership Insights Model

## Task Requirements

**Thinking Cluster:** How a person engages with the world to acquire and process information.
- *Acquiring Information:* Gathering a rich variety of information from different sources.
- *Generating Ideas:* Linking information to explain patterns and causes of events.

**Achieving Cluster** seen as proactivity, improving performance.
- *Proactivity*: Designing implementation plans and outlining actions and responsibilities.
- *Continuous Improvement*: Setting goals and targets, progress to improve performance.

## People Requirements

**Empowering Cluster:** Having the emotional awareness to understand and inspire.
- *Emotional Awareness:* Recognize own emotions and others' emotions.
- *Teamwork:* Collaboration, goal alignment, and a willingness act across boundaries.

**Directing Cluster:** Underpinned by credibility, being a function of the trust, they engender.
- *Confidence:* Clear stance on issues and persuasion to build support for ideas.
- *Presence:* Comportment and poise that contributes to follower alignment.

# Profile Summary

| Scale | Match (%) | %ile | Range |
|---|---|---|---|
| **Leadership Insights Score** | 72 | 67 | Average |
| **Task Requirements** | 73 | 53 | Average |
| **Thinking Cluster** | 72 | 51 | Average |
| Acquiring Info | 78 | 68 | Average |
| Generating Ideas | 65 | 34 | Average |
| **Achieving Cluster** | 74 | 56 | Average |
| Proactivity | 68 | 41 | Average |
| Continuous Improvement | 80 | 70 | Slightly Above Average |
| **People Requirements** | 71 | 74 | Slightly Above Average |
| **Empowering Cluster** | 79 | 97 | Above Average |
| Emotional Awareness | 85 | 99 | Above Average |
| Teamwork | 73 | 67 | Average |
| **Directing Cluster** | 62 | 22 | Slightly Below Average |
| Confidence | 58 | 24 | Slightly Below Average |
| Presence | 67 | 34 | Average |

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