



LEADERSHIP PERSPECTIVES

Leadership Perspectives is a broad-range workplace personality assessment that is based on modern scientific and psychometric models of personality, developed by Podium in collaboration with Dr. Nigel Guenole.

It is suitable for use in all areas of talent where detailed information is required about employees' and prospective employees' patterns of thinking, feeling, and behaving in leadership roles.

The structure of Perspectives reflects modern neuroscientific thinking about personality. It contains ten broad scales that correspond to the ten aspects of personality associated with the big five and the higher order personality dimensions of stability (alpha) and plasticity (beta).

These preferences are interpreted for their impact on leadership capability. The scores on the 10 perspectives provide insights about their impact on leadership competencies.

The 10 Perspectives

Inquisitiveness

Intellectual engagement with ideas and challenges

Creativity

Creative and innovative engagement

Power

Power, responsibility, and influence over oneself and others

Sociability

Social interaction and engagement with others

Diplomacy

Maintaining social harmony and norms

Compassion

Empathy, thoughtfulness, concern for others

Drive

Persistence in the pursuit of long-term goals

Orderliness

Maintaining order, structure, routine, and process

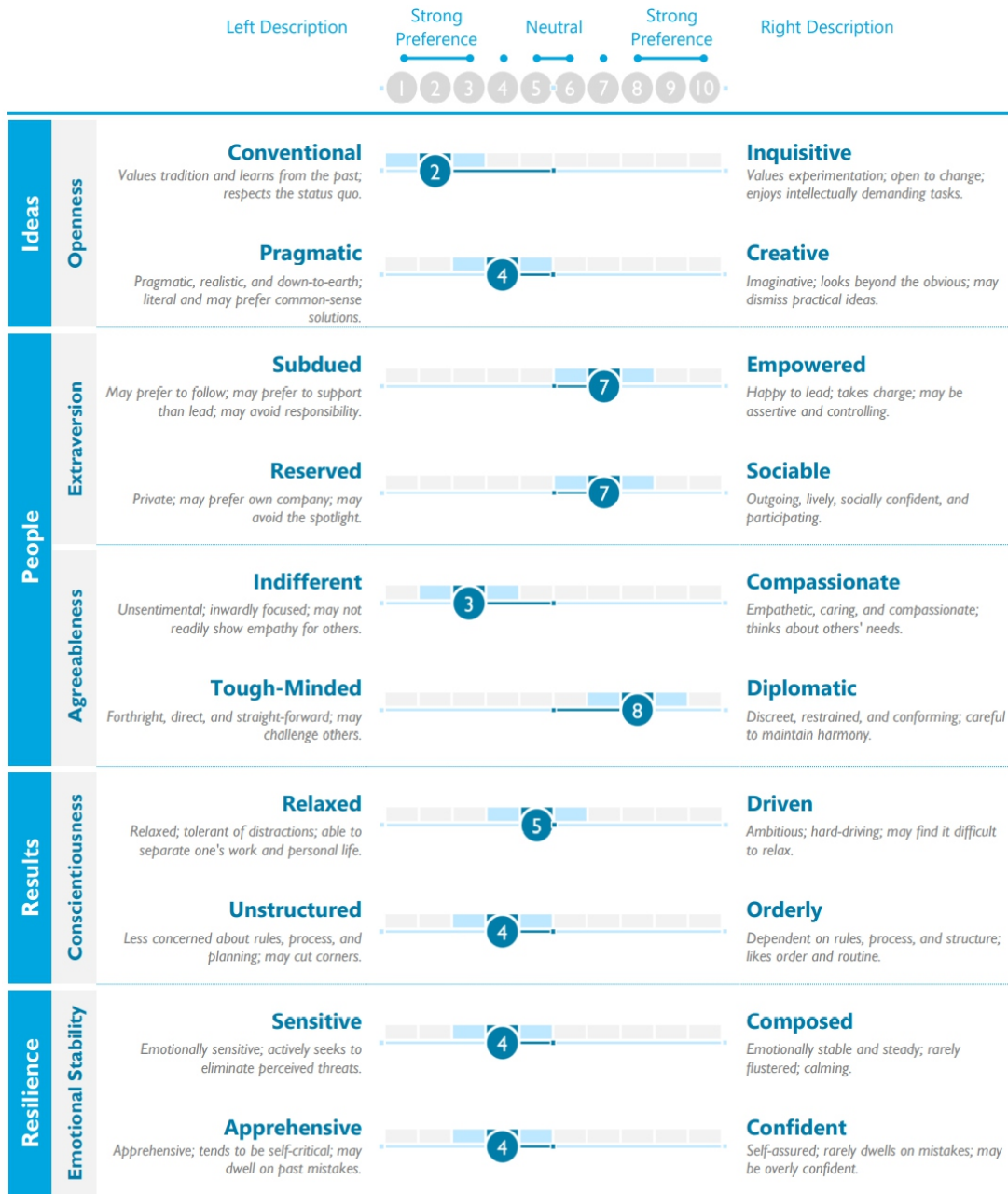
Emotionality

Maintaining composure and effectively managing negative feelings

Confidence

Maintaining confidence and self assuredness in the face of challenges or threats

Leadership Perspectives - Overview of the Results



Features

Perspectives was developed on large representative samples using multidimensional item response theory methods.

Perspectives has strong internal consistency reliability - overall and across subsamples e.g. gender, ethnicity.

Perspectives is a self-report inventory. It is 90-questions long and is completed in under 15 minutes. Reports can be generated instantly for selection and development.