

Leadership Behaviours Group Analysis

Steering your Leadership Development



Leadership Behaviours Profile Group Analysis for:
Sample Group X

Month Year

Contents

Summary	2
LBP Norm Comparison	3
Leadership Factors	3
Analysis of Behavioural Statements	4
Emotional Intelligence	5
Analysis of EI Behavioural Statements	6



Report Provided
by
TMS Development International
Ltd

+44 (0)1904 641640
bureau@tmsdi.com
www.tmsdi.com

Summary

Group Name:

Sample Group X

Individuals in group:

The listing of the names of the contributing subjects has intentionally been left blank for this analysis.

Norm Database Category used:

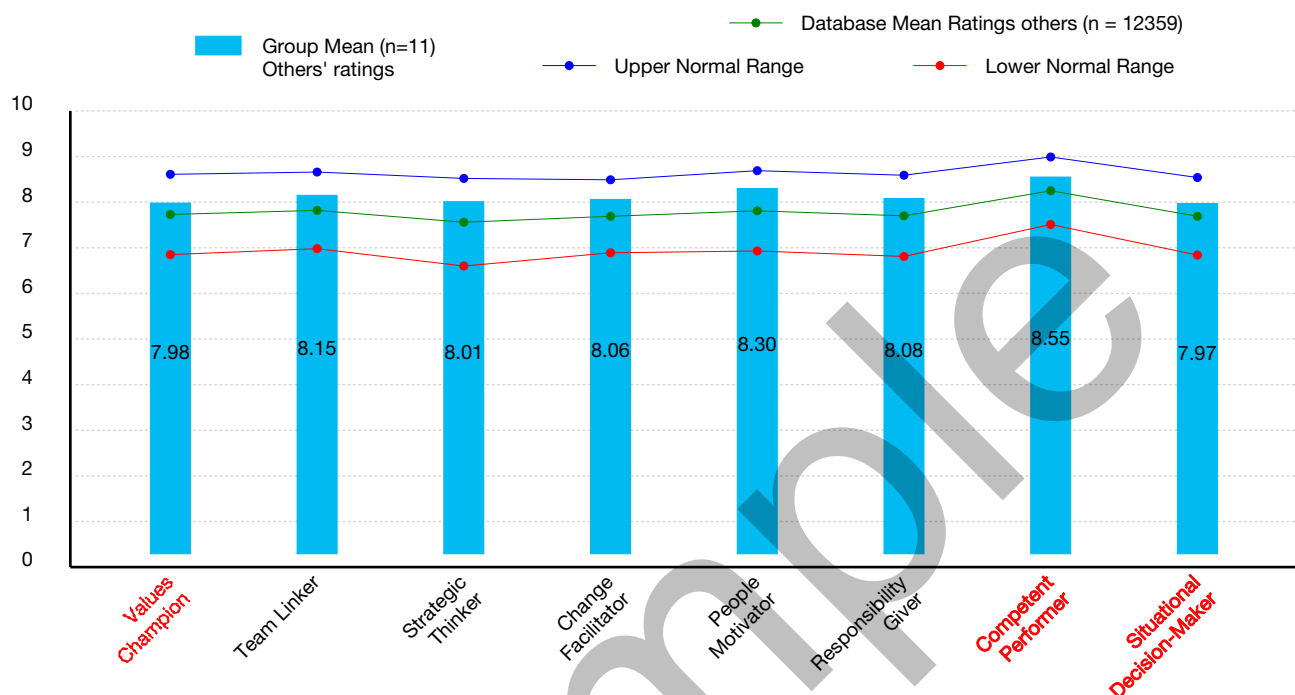
LBP Norm Data

Sample

LBP Norm Comparison

Leadership Factors

Sample Group X
vs
LBP Database Mean Ratings in (LBP Norm Data)



This bar graph is a snapshot of the specified group's results across all eight factors in the Leadership Behaviours Model. This data is derived from the amalgamated observations of all questionnaire responses submitted by the nominated raters for all profile recipients in the group.

The data allows for group-wide comparison not only between the factors of the model, but also in relation to the norm database of responses previously made for the Leadership Behaviours Profile.

The vertical blue bars represent the average Others' score for each factor, for the specified group.

The horizontal dark-blue, green and red lines that cut across the bar graph represent the normal range. This normal range is charted from our database of all previous other raters who have completed an LBP questionnaire in the norm range category chosen.

The blue bars (average Others' score) can be compared with this normal range. As a guide, around 70% of others' ratings will sit within the normal range.

By comparing the blue bars (representing the group's data) to the green line of the norm database, the three factors which appear to require the most improvement effort for the group are indicated in red in the graph.

Analysis of Behavioural Statements

The LBP contained 64 behavioural statements. The group-wide average others' rating for each behavioural statement is calculated for this next analysis.

This average rating is then stack ranked to provide a summary of 10 strengths and 10 areas identified as requiring the most improvement, for the group.

Top 10 Strengths

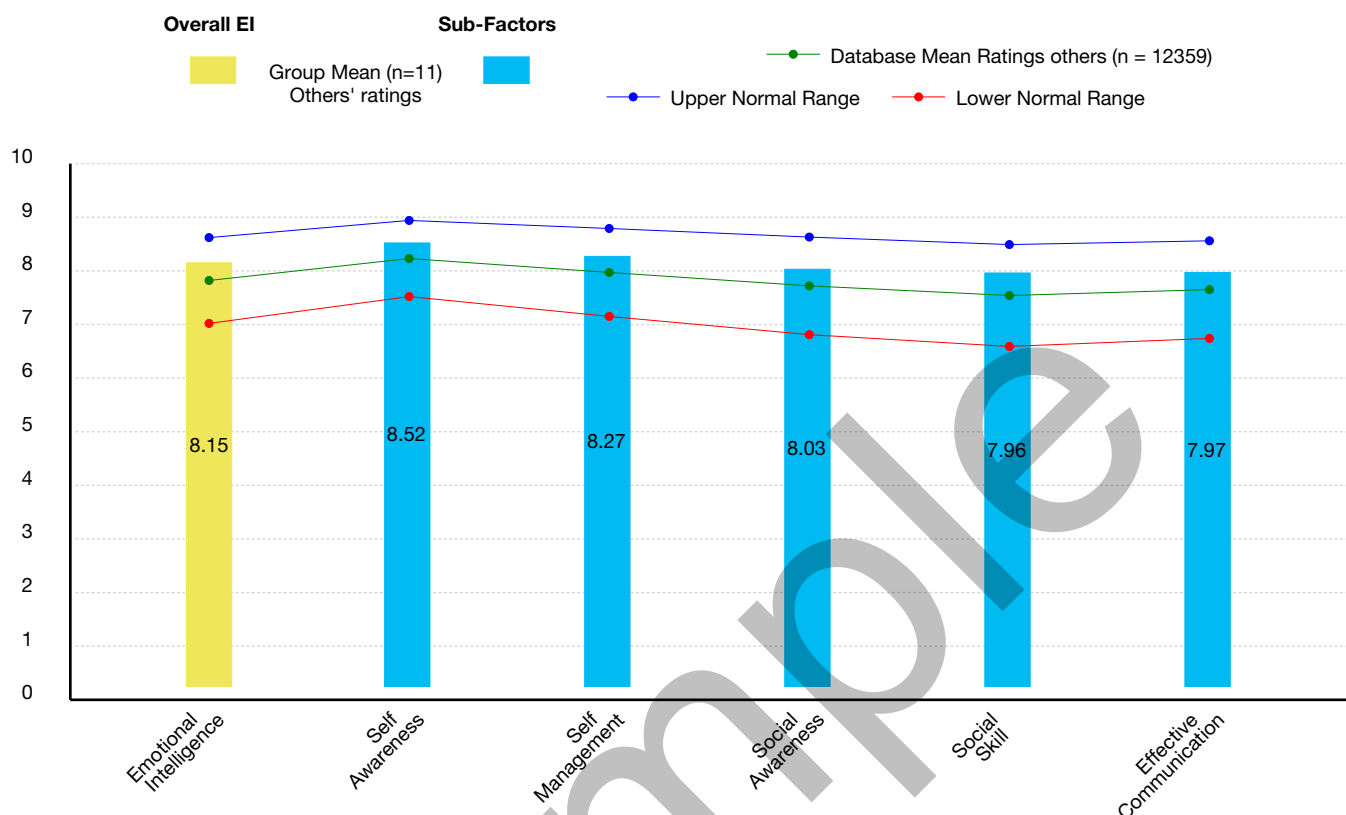
Factor	Statement	Score
Competent Performer	I demonstrate a specialist knowledge of the job	9.27
People Motivator	I treat others with respect	9.09
Competent Performer	I keep going as long as it is necessary to get the job done	8.97
Change Facilitator	I keep abreast of new information and developments in my area	8.90
Responsibility Giver	I ensure others get the credit for what they have achieved	8.85
Team Linker	I represent the team well to other internal and external individuals and groups	8.81
Competent Performer	I display self knowledge	8.73
People Motivator	I give due praise for a job well done	8.56
Team Linker	I am available and responsive to people's problems	8.51
Competent Performer	I demonstrate "hands on" high performance	8.48

Lowest 10 Behaviours identified as Requiring the Most Improvement

Factor	Statement	Score
Situational Decision-Maker	I adapt my decision-making style to fit the experience of the others involved	7.39
Strategic Thinker	I show others their place in the vision	7.42
Team Linker	I take differing work styles into account when communicating with others	7.52
Responsibility Giver	I maintain the right balance between co-operation and conflict within the team	7.53
Change Facilitator	I am prepared to take calculated risks	7.54
Values Champion	I explain to others how the operating values should be applied	7.55
People Motivator	I coach others on how to be successful in their jobs	7.64
Strategic Thinker	I inspire others to follow my lead	7.67
Situational Decision-Maker	I confront conflict in an objective manner	7.68
Team Linker	I link and co-ordinate the team in terms of the jobs to be done	7.68

Emotional Intelligence

Sample Group X
VS
LBP Database Mean Ratings in (LBP Norm Data)



This bar graph is a snapshot of the specified group's results across the derived factor of Emotional Intelligence – as well as its component sub-factors. As in the previous graph, this data is derived from the amalgamated observations of all questionnaire responses submitted by the nominated raters for all profile recipients in the group.

The data allows for group-wide comparison not only between the sub-factors of emotional intelligence, but also in relation to the norm database of responses previously made for the Leadership Behaviours Profile.

Mimicking the graph presented in the emotional intelligence section of the Leadership Behaviours Profile, the yellow bar represents the average Others' score for overall emotional intelligence. Similarly, the blue bars represents data for the five sub-factors measured.

The horizontal dark-blue, green and red lines that cut across the bar graph represent the normal range. This normal range is charted from our database of all previous other raters who have completed an LBP questionnaire.

The yellow and blue bars (average Others' score) can be compared with this normal range. As a guide, around 70% of others' ratings will sit within the normal range.

Analysis of EI Behavioural Statements

There are 30 Emotional Intelligence (EI) behavioural statements throughout the LBP. The group-wide average others' rating for each behavioural statement is calculated for this next analysis.

This average rating is then stack ranked to provide a summary of 6 strengths and 6 areas identified as requiring the most improvement, for the group.

Top 6 Emotional Intelligence Strengths

Factor	Statement	Score
Self Awareness	I demonstrate a specialist knowledge of the job	9.27
Self Management	I keep going as long as it is necessary to get the job done	8.97
Self Awareness	I display self knowledge	8.73
Social Skill	I am available and responsive to people's problems	8.51
Self Awareness	I am open to learning new ways of doing things	8.47
Self Awareness	I maintain self-control	8.40

Lowest 6 Emotional Intelligence Behaviours identified as Requiring the Most Improvement

Factor	Statement	Score
Social Skill	I show others their place in the vision	7.42
Social Awareness	I maintain the right balance between co-operation and conflict within the team	7.53
Social Skill	I coach others on how to be successful in their jobs	7.64
Social Awareness	I confront conflict in an objective manner	7.68
Effective Communication	I communicate the operating values to others	7.70
Social Skill	I help others overcome their concerns about change	7.71

Contact Details

The Leadership Behaviours Profile (LBP) is produced by Team Leadership Services. For queries about using the profile please contact Team Leadership Services through the contact details given below.

The profile is available for use by accredited consultants. Accreditation and training in the use of the profile is available through Team Leadership Services.

Sample

Copyright Note: © 2024. This document is the copyright of Team Leadership Services.



Team Leadership Services
Level 1, 93 George Street
Parramatta, NSW 2150, Australia
Telephone +61 8 9311 3907

Website: <http://www.tls360.com> Email: team@tls360.com

Sample