

Coaching Report

Candidate: **Elizabeth Wantsajob**
Assessment: Leadership Essentials
Completed: October 28, 2026
Prepared for: Sara Maple
Example Company

What's Included

- STANCE Leadership Model
- Overall Results
- Competency Summary
- Strengths and Weaknesses

Important Note: The Leadership Essentials assessment is designed to evaluate the leadership capabilities of job candidates and employees across six core competencies: Enabling Others to Perform, Communicating Leadership, Interpersonal Awareness and Trust, Response to Challenge and Change, Business Savvy, and Operational Effectiveness. These competencies encompass key focus areas such as People Management, Coaching and Development, Delegation, Clarity, Difficult Conversations, Feedback, Conflict Resolution, Relationship Building, Emotional Intelligence, Growth Mindset, Learning Agility, Resilience, Strategic Entrepreneurial Thinking, Negotiation, and Planning, Prioritization, and Decision Making.



The Stance Leadership Model

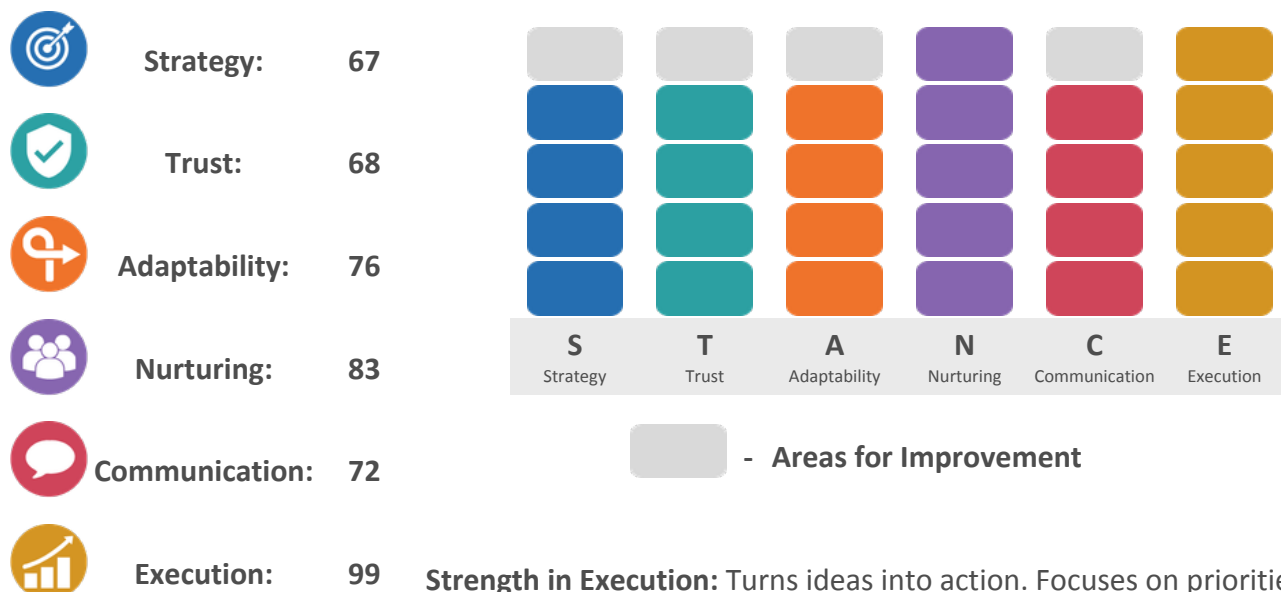
The STANCE Leadership Model provides a simple way to understand how you approach leadership across six key capabilities:

- | | | | | |
|----------|---|----------------------|---|--|
| S | - | Strategy | - | Thinks strategically and understands the business |
| T | - | Trust | - | Builds strong, collaborative relationships |
| A | - | Adaptability | - | Leads effectively through challenge and change |
| N | - | Nurturing | - | Develops, supports, and empowers others |
| C | - | Communication | - | Creates clarity through effective communication |
| E | - | Execution | - | Turns priorities into consistent results |

Your unique combination of these six capabilities forms your Leadership STANCE, highlighting where you are strongest and where further development could increase your effectiveness.

Your STANCE Profile

Leadership STANCE Scores for Elizabeth Wantsajob:



Strength in Execution: Turns ideas into action. Focuses on priorities, organization, decisions, and results. At his or her best when there is a goal to achieve and a clear need to get things moving.

Continued development in other leadership competencies will further strengthen your overall leadership effectiveness.

Competencies

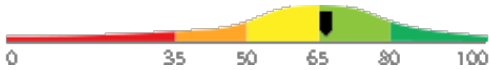
The following section provides detailed score information on each of the Leadership Essentials competencies.

Competency



Strategy (Business Savvy)

Score: 67



Description:

Reflects a leader's ability to make decisions that drive business success by balancing organizational objectives with customer and market needs. Leaders strong in this competency demonstrate a deep understanding of markets, clients, and key revenue drivers, using this knowledge to guide strategic choices and prioritize opportunities. They also apply effective negotiation skills, achieving outcomes that are mutually beneficial, strengthen relationships, and support long-term organizational performance.

Interpretation:

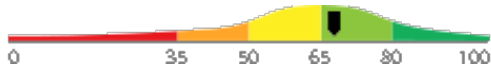
Demonstrates a good understanding of markets, clients, and revenue drivers; is able to make strategic business decisions; is highly likely to negotiate mutually beneficial agreements that drive results.

Risk Factors:

- May find it challenging to lead roles where success cannot be easily tied to market or financial outcomes.

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Competency

**Trust (Interpersonal Awareness and Trust)****Score:** 68**Description:**

Reflects a leader's ability to understand, connect with, and influence others while fostering a culture of trust and collaboration. Leaders strong in this competency demonstrate emotional intelligence, including self-awareness, empathy, and the ability to regulate their own emotions in challenging situations. They actively build and maintain positive relationships across teams, customers, partners, and stakeholders, creating rapport and credibility. They also navigate conflicts constructively, addressing disagreements and resistance in ways that preserve relationships, encourage collaboration, and maintain focus on shared goals.

Interpretation:

Is likely to be well tuned into others' emotions and needs; building strong, trusting relationships across most levels; addresses disagreements constructively with most becoming fully resolved, they make a strong effort to provide collaboration and long-term trust to their teams.

Risk Factors:

- May find it challenging to lead highly competitive situations requiring significant confrontation or prioritizing business outcomes over individual preferences.

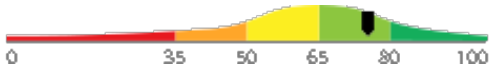
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Competency



Adaptability (Response to Challenge and Change)

Score: 76



Description:

Represents a leader's ability to remain effective and forward-focused in the face of pressure, uncertainty, or disruption. Leaders strong in this competency demonstrate resilience by maintaining performance under stress, recovering quickly from setbacks, and providing stability to their teams during change. They exhibit adaptability and learning agility, quickly understanding new situations, adjusting strategies as needed, and applying insights to make informed decisions. They also embrace a growth mindset, viewing challenges as opportunities for development, taking courageous actions, and pursuing ambitious goals that prepare them for larger leadership responsibilities.

Interpretation:

Maintains composure under pressure; is likely to quickly adjust strategies and learn from new situations; demonstrates moderate drive to grow into larger roles.

Risk Factors:

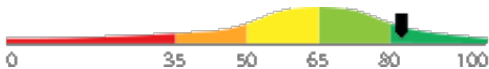
- May find it challenging to lead highly stable, mature operations where success depends more on consistency and disciplined execution than transformation.

Competency



Nurturing (Enabling Others to Perform)

Score: 83



Description:

Reflects a leader's ability to drive results through people by effectively managing, developing, and empowering others. Leaders strong in this competency motivate individuals and teams, provide clear direction and support, and create conditions that enable high performance. They invest in coaching and development, helping others build capability and confidence over time. They also delegate thoughtfully matching tasks to skills, clarifying expectations, and granting appropriate autonomy so others can take ownership and perform at their best.

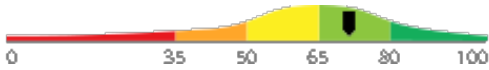
Interpretation:

Consistently inspires and empowers others; actively develops talent and delegates strategically; creates an environment where individuals and teams excel and take ownership of results.

Risk Factors:

- May invest heavily in others' development, potentially at the expense of their own priorities.
- May find it challenging to lead in highly directive environments where immediate compliance, tight control, or rapid individual decision-making is required.

Competency


Communication (Communicating Leadership)
Score: 72

Description:

Represents a leader's ability to communicate clearly, constructively, and effectively across a range of situations. Leaders strong in this competency convey messages that are easy to understand, actionable, and aligned to goals, reducing confusion and enabling others to act with confidence. They provide feedback in a timely and constructive manner, remain open to input, and respond non-defensively to differing perspectives. They also navigate difficult or emotionally charged conversations with composure, balancing empathy and candor to address issues directly while maintaining trust and respect.

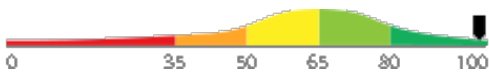
Interpretation:

Communicates with clarity and purpose in most situations; delivers feedback constructively and adapts to responses; they are likely to navigate challenging conversations with confidence, empathy, and influence.

Risk Factors:

- May find it challenging to lead in situations where communication is constrained, information is incomplete, or decisions must be made with limited opportunity for discussion.

Competency


Execution (Operational Effectiveness)
Score: 99

Description:

Reflects a leader's ability to achieve results efficiently and reliably by organizing work, making informed decisions, and focusing efforts on the most impactful actions. Leaders strong in this competency demonstrate effective planning and prioritization, setting clear goals, sequencing tasks strategically, and allocating resources to maximize productivity. They also make sound decisions by analyzing situations, anticipating potential outcomes, and weighing options carefully, ensuring that choices align with organizational objectives and drive consistent performance.

Interpretation:

Demonstrates exceptional planning and prioritization; consistently makes sound, strategic decisions that drive reliable, high-quality outcomes and optimize resources.

Risk Factors:

- May focus heavily on efficiency and execution when greater exploration or relationship investment is needed.
- May find it challenging to lead highly innovative or fluid environments where priorities are unclear and experimentation is more important than operational efficiency.

Strengths & Weaknesses

This section highlights the strongest leadership qualities as well as areas that may benefit from additional growth and development. These insights provide a balanced view of current capabilities, helping identify where the individual is likely to excel and where additional support, experience, or coaching may improve overall leadership effectiveness.

Strengths

Operational Effectiveness

Leaders with strong operational effectiveness are skilled at organizing work, setting priorities, and ensuring that goals are achieved efficiently. They approach problems with structure and careful analysis, enabling them to make thoughtful decisions and allocate resources effectively. Their ability to plan ahead and manage competing demands helps teams stay focused on the most important objectives and maintain consistent performance.

Enabling Others to Perform

Leaders who demonstrate strength in enabling others to perform are effective at motivating and supporting team members to achieve strong results. They create clarity around expectations and encourage individuals to take ownership of their work. These leaders often foster environments where employees feel empowered to contribute, learn, and develop their capabilities over time. By investing in coaching and thoughtfully delegating responsibilities, they help build team confidence and long-term capability.

Leadership Style Assessment

To further explore this person's leadership development/understanding, you can assign the Leadership Style Assessment.

How do you lead?

The Leadership Style Assessment is a powerful, easy-to-use tool that helps organizations better understand individual leadership styles and strengthen team dynamics. It delivers valuable insights into each leader's strengths, growth areas, when their leadership works, and when it doesn't work.

This assessment measures five primary leadership styles:

- Democratic
- Authoritarian
- Laissez-Faire
- Transformational
- Transactional

[Click here](#) to learn more.

Notes

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