

Leadership Essentials Feedback Report

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Assessment: Leadership Essentials
Completed: October 28, 2026
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Example Company

What's Included

- STANCE Leadership Model
- Overall Results
- Competency Summary
- Personalized Learning Paths

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

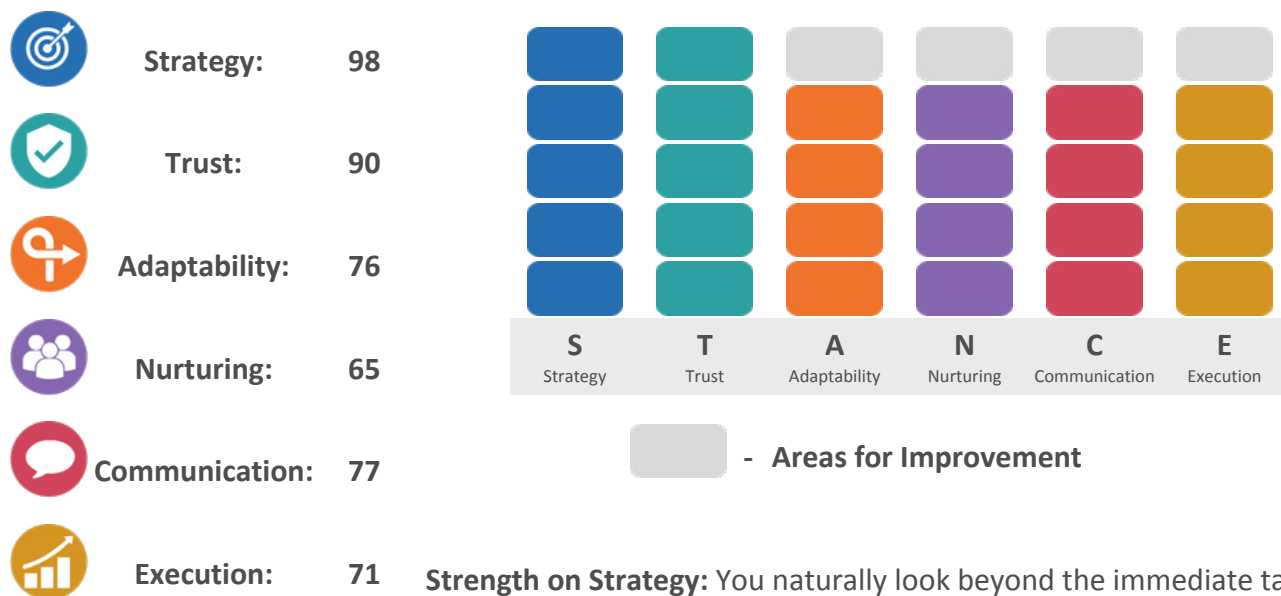
The STANCE Leadership Model provides a simple way to understand how you approach leadership across six key capabilities:

- | | | | | |
|----------|---|----------------------|---|--|
| 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

Your Leadership STANCE Scores:



Strength on Strategy: You naturally look beyond the immediate task. You think about the business, customers, opportunities, risks, and what needs to happen next. You are often focused on the bigger picture and how today's decisions can affect future results.

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

Leadership Competencies

This section provides an overview of the individual's performance across key leadership competencies measured in the assessment. These competencies reflect behaviors, skills, and traits that contribute to leadership effectiveness and overall workplace success.

Competency



Strategy (Business Savvy)

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.

Your Score: 98 (Above Average)

Deep understanding of markets, clients, and revenue drivers; makes strategic business decisions that maximize impact; consistently negotiates mutually beneficial agreements that strengthen relationships and drive results.

Competency



Trust (Interpersonal Awareness and Trust)

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.

Your Score: 90 (Above Average)

Highly attuned to others' emotions and needs; builds strong, trusting relationships across all levels; addresses disagreements constructively, fostering collaboration and long-term trust.

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Competency

**Adaptability (Response to Challenge and Change)**

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.

Your Score: 76 (Average)

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

Competency

**Nurturing (Enabling Others to Perform)**

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.

Your Score: 65 (Average)

Provides guidance and support to team members; offers some coaching and delegates tasks appropriately; motivates others intermittently but may not consistently maximize team performance.

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Competency

**Communication (Communicating Leadership)**

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.

Your Score: 77 (Average)

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.

Competency

**Execution (Operational Effectiveness)**

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.

Your Score: 71 (Average)

Demonstrates the ability to plan and prioritize; is likely to make sound, strategic decisions that drive reliable outcomes and optimize resources.

Your Personalized Learning Path

Your assessment results highlight your strengths and opportunities for growth for up to 6 key leadership competencies. Use this personalized path to build your skills and achieve your full potential.



Strategy (Business Savvy)

Your Score: 98 (Above Average)



Goal

Maintain strong business savvy.



Recommended Exercises

- Map how your role impacts revenue, cost, and customer experience
- Identify your BATNA (Best Alternative to a Negotiated Agreement)



Trust (Interpersonal Awareness and Trust)

Your Score: 90 (Above Average)



Goal

Maintain strong interpersonal awareness.



Recommended Exercises

- Daily emotion tracking (identify triggers and responses)
- Assess trust gaps with your team (anonymous or reflective)
- Map a conflict (root cause, stakeholders, desired outcome)



Ways to Practice

- Identify emotions in case studies and choose appropriate responses
- Conduct 1 on 1's focused on understanding team members personally and professionally
- Practice mediation techniques

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Adaptability (Response to Challenge and Change)

Your Score: 76 (Average)



Goal

Expand responses to challenge and change beyond basic resilience, learning agility, and growth mindset.



Recommended Exercises

- Identify past setbacks and lessons learned.
- Re-frame limiting beliefs into growth statements.
- Perform after-action reviews (What worked? What didn't? Why?).



Ways to Practice

- Develop a personal resilience plan.
 - Identify top 3 stress triggers, define coping strategies (immediate and long-term), and create "bounce-back" routine.
- "Failure reflection" sessions.
 - Describe a recent failure, identify what went wrong and what was learned.
- Apply lessons learned.

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Nurturing (Enabling Others to Perform)

Your Score: 65 (Average)



Goal

Expand enabling others to perform beyond basic motivations, coaching, and delegation.



Recommended Exercises

- Reflect on a recent task you completed yourself, identify what could have been delegated and why it wasn't.
- Break a project into tasks and assign ownership using a delegation matrix (who does what, by when, with what support).
- Practice using coaching questions (e.g., "What options have you considered?").
- Identify motivators for each team member (growth, recognition, autonomy, etc.).



Ways to Practice

- "Stop–Start–Continue" analysis of your current leadership behaviors.
 - Write down 5 recent leadership behaviors
 - Categorize them into stop (behaviors that limit team ownership), start (behaviors that encourage autonomy) and continue (effective enabling behaviors)
 - Share with a partner and challenge each other's assumptions
 - Commit to 1 "start" behavior this week.
- Role-play assigning a task with clear expectations and success criteria.
- Conduct a 10-minute mock coaching session with a peer.
- Create a personalized motivation plan for one employee.
 - Select one real team member, identify their motivators and de-motivators
 - Design two tailored actions
 - Implement and observe their response (what changed?).

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Communication (Communicating Leadership)

Your Score: 77 (Average)



Goal

Expand communication skills beyond basic feedback and clarity.



Recommended Exercises

- Rewrite a vague message into a clear, actionable one.
- Practice the SBI model (Situation, Behavior, Impact).
- Script a difficult conversation using a structured framework.



Ways to Practice

- Use the "BLUF" method (Bottom Line Up Front) in mock updates.
 - Take a long unclear message, rewrite it using bottom line, key details, and action required. Deliver verbally in under a minute.
- Deliver both positive and constructive feedback in role-play.
- Role-play delivering tough feedback with empathy.



Execution (Operational Effectiveness)

Your Score: 71 (Average)



Goal

Expand operational effectiveness beyond basic decision making and prioritization.



Recommended Exercises

- Categorize tasks using urgency vs. importance.
- Practice decision frameworks (pros/cons, risk analysis).
- Break a project into milestones and deliverables.



Ways to Practice

- Weekly prioritization planning.
- Make a decision with incomplete information.
- Create a project plan with timelines and risks.

Notes

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