



Acme Consulting
CONSULTANT SUMMARY REPORT

Leadership 180 Acme
1 January 2019
Strictly Confidential

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ABOUT THIS REPORT

This report presents the results of a survey for Acme Consulting that reflects how well a number of their employees demonstrate emotionally intelligent behaviours in the workplace. The information contained is sensitive, private and confidential.

Every effort should be made to ensure that this report is stored in a secure place, provided only to the intended recipient(s) and used only for its express purpose. The survey and this report were designed by Genos International based on sound scientific theory and research. The results presented in this report are, however, based on individual's responses to the survey questions. As such, Genos International makes no warranties regarding the accuracy or reliability of the results. No advice or information contained in this report shall create any warranty not expressly stated herein. No person(s) should act or fail to act on the basis of the results contained in this report. Intended recipients should consult professional advice about any matter affecting them.

ABOUT GENOS

We help leaders facilitate high performance in organisations. To learn more about our unique approach and the improvements we are generating in terms of productivity, profitability and customer loyalty, visit our website:

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CONTENTS

INTRODUCTION	4
THE GENOS MODEL	5
SALLY SAMPLE	6

INTRODUCTION

Using This Report

This report presents the individual results that a cohort of people achieved on the Genos Emotional Intelligence Survey. It serves two primary purposes:

1. To help a program facilitator (or facilitators) understand the different results achieved by a group of participants in a learning program, or
2. To assist those involved in talent management activities and decisions.

This report should NEVER be shown to a participant in the given cohort or any individual not involved in either talent management, development or program facilitation activities.

The information contained within this document is sensitive, private and confidential. Every effort should be made to ensure that this report is stored in a secure place, provided only to the intended recipient(s) and used only for its express purpose.

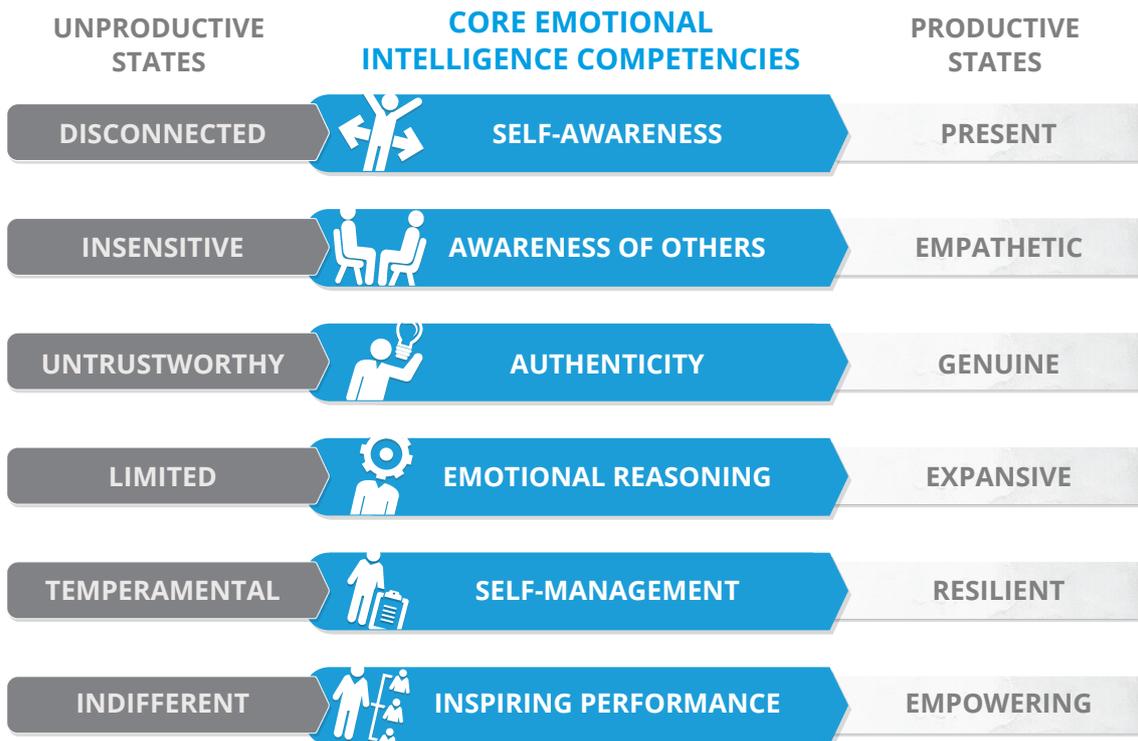
How the Information is Presented

Please note the following important points about how the information is presented in the report:

- Participant results appear in this report from lowest scores to highest scores, i.e. the person who scored lowest on the Genos Survey is presented first and the person who scored highest appears at the end.
- Each participant's results are presented over four pages. The first two pages present their overall results (average of all demonstration scores) for each competency. The second two pages detail their average demonstration scores for each item (or question) of the survey by rater category.
- Blue circles indicate that the score for a given item was below the 25th percentile for that item.
- The report does not provide percentile indicator blue circles for any category containing only one rater. Percentile indicators are only presented where a group of two or more people have provided ratings.
- They KEY below each set of item scores shows the rater category that provided feedback. Where more than one rater provided feedback, the number of raters is shown inside parenthesis.
- Importance ratings are not presented in this report, only demonstration scores.

THE GENOS MODEL OF EMOTIONALLY INTELLIGENT LEADERSHIP COMPETENCIES

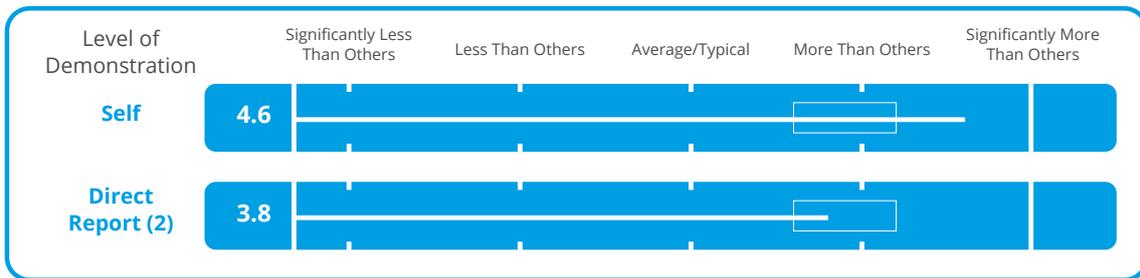
Emotionally intelligent leadership competencies are based on emotional intelligence. The questions in the Genos survey that measure these competencies reflect what leaders do with their emotional intelligence in the leadership of people.



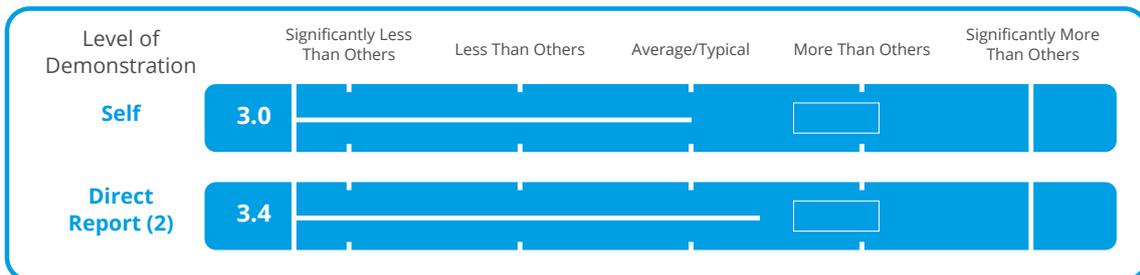
The competencies, in blue on the model above, help leaders “be” the productive being states on the right side of the model, as opposed to the unproductive being states, that we can all be at times, on the left side of the model.

Sally Sample

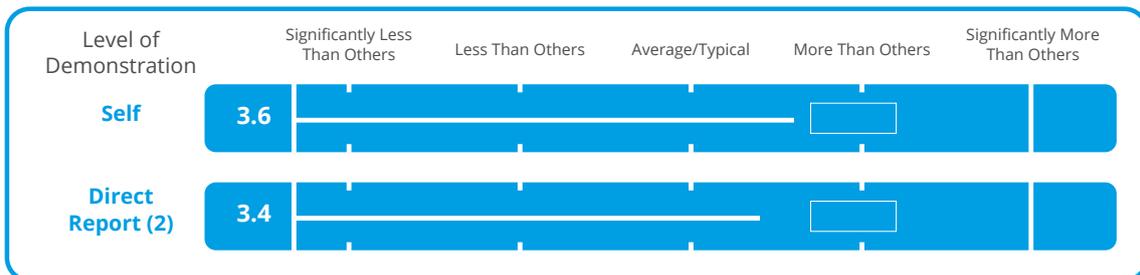
Self-Awareness



Awareness Of Others

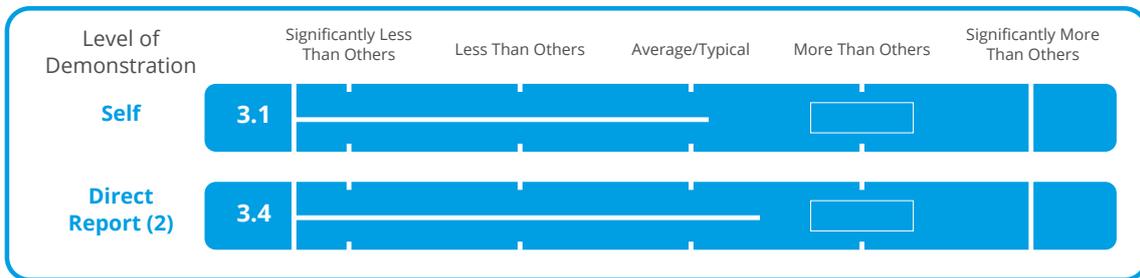


Authenticity

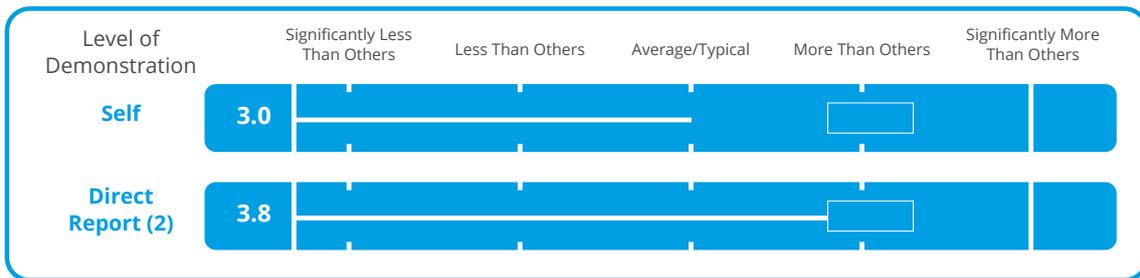


Sally Sample

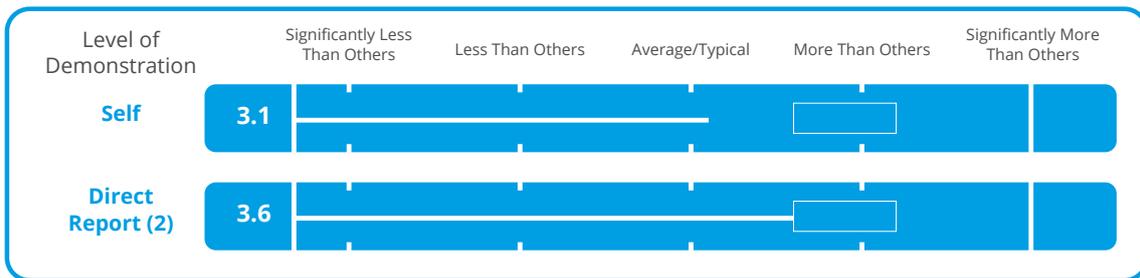
Emotional Reasoning



Self-Management



Inspiring Performance



Sally Sample

Self-Awareness	S	D
1. Understands the impact their behaviour has on others.	4	4.0
2. Is aware of their strengths and limitations.	5	3.0
3. Asks others for feedback on their leadership.	3	3.0
4. Responds effectively to feedback provided to them.	5	4.0
5. Is consistent in what they say and do.	5	3.5
6. Behaves in a way that is consistent with how they expect others to behave.	5	4.0
7. Demonstrates awareness of their mood and emotions.	5	5.0

Awareness Of Others	S	D
1. Makes others feel appreciated.	2	3.5
2. Adjusts their style so that it fits well with others.	2	4.0
3. Notices when someone needs support and responds effectively.	4	3.5
4. Accurately views situations from the perspective of others.	3	2.5
5. Acknowledges the views and opinions of others.	3	3.5
6. Accurately anticipates responses or reactions from others.	4	4.0
7. Balances achieving results with others' needs.	3	2.5

Authenticity	S	D
1. Is open about their thoughts, feelings and opinions.	5	3.5
2. Expresses thoughts and feelings in a way that is sensitive to those of others.	2	3.0
3. Facilitates robust, open debate.	3	2.5
4. Is open and honest about mistakes.	4	2.5
5. Honours commitments and keeps promises.	3	3.5
6. Encourages others to put forward their thoughts, feelings and opinions.	3	3.5
7. Responds effectively when challenged.	5	5.0

KEY: S = Self D = Direct Report (2)

Sally Sample

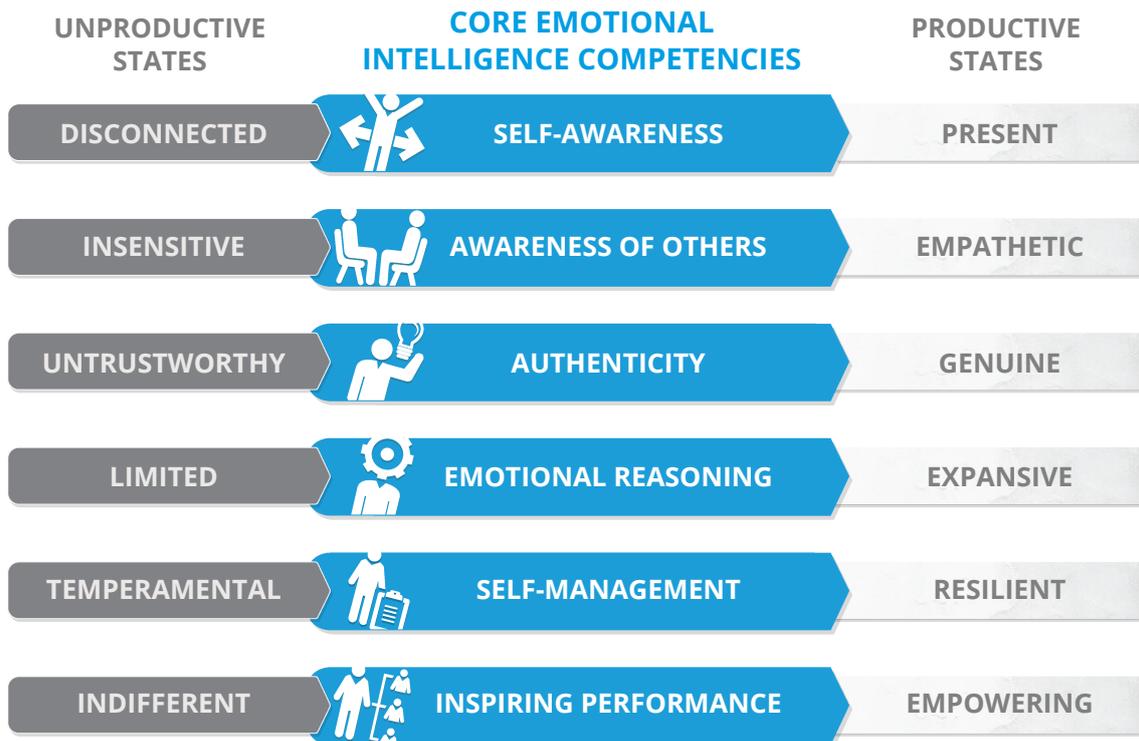
Emotional Reasoning	S	D
1. Consults others in decision-making.	3	3.5
2. Explains the rationale behind decisions made.	2	2.5
3. Involves you in decisions that affect your work.	4	3.5
4. Considers issues from multiple perspectives.	4	3.5
5. Takes the bigger picture into account when decision-making.	3	4.5
6. Reflects on feelings when decision-making.	4	2.5
7. Makes ethical decisions.	2	4.0

Self-Management	S	D
1. Manages their emotions effectively in difficult situations.	2	4.5
2. Demonstrates a positive, energising demeanour.	2	3.5
3. Manages their time effectively.	5	4.5
4. Learns from mistakes.	2	3.0
5. Keeps up to date with industry trends and market conditions.	3	3.0
6. Strives to improve their own performance.	3	4.5
7. Quickly adapts to new circumstances.	4	3.5

Inspiring Performance	S	D
1. Provides useful support and guidance.	2	3.5
2. Provides constructive feedback on behaviour and performance.	2	4.0
3. Helps you understand your purpose and contribution to the organisation.	5	3.0
4. Notices inappropriate behaviour in others and responds effectively.	2	4.5
5. Maintains a positive work environment.	3	2.5
6. Helps facilitate your development and advance your career.	5	4.5
7. Recognises others' hard work and achievements.	3	3.5

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