



**JUDGMENT INDEX**

# LEADERSHIP QUALITIES REPORT

*Specially Prepared for*

**Sample Person**

ABC Corporation

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Provided By: Judgment Index USA

## LEADERSHIP QUALITIES REPORT

### Purpose

The purpose of this assessment is to understand the quality and strengths of a person's Leadership ability. The qualities being measured in this report are those most often mentioned during discussions with real-world managers, employees and executives. A successful leader in an organization will have strong results in the following areas of measure:

#### First-Tier Measures

1. Passion to Lead
2. Ability to Inspire
3. Ability to Select Quality People
4. Resilience
5. Courage
6. Ability to Provide and Receive Direction and Instruction
7. Solid Self-Esteem

#### Second-Tier Measures

1. Ability to Manage Relationships
2. Competence/Smart
3. Written/Oral Communication
4. Decisiveness
5. Self-Starter
6. Ability to Plan and Execute

Various indices and combinations of indices on the Judgment Index™ have been correlated to focus on two *TIERS* of qualities that are at the core of one's ability to lead others.

#### **NOTE:**

*When studying this report please remember that unless noted otherwise the best scores on the Judgment Index™ will be those closest to Zero (0).*

## TIER I

### 1. Passion to Lead

- The global scores measuring basic judgment of:
  - i. **People**
  - ii. **Work/Tasks**
  - iii. **Big Picture Implications**
- Problem Solving Ability and Decision Making
- Strength of Focus and Concentration
- Assertiveness and the ability to confront problems

### 2. Ability to Inspire

- Tolerance and Acceptance of Individual Uniqueness
- Caring and Compassion
- Meaningfulness of Work
- Ability to Solve Personal Problems
- Balance of Judgment – Self Esteem
- Ability to speak strongly for convictions

### 3. Ability to Select

- Alertness to another person's ability to understand work and work-related issues.
- Alertness to another person's ability to hold to a strong work ethic and be dependable.
- Intuitive sensitivity and insight

### 4. Resilience

- The ability to deal with difficult situations and difficult people, particularly demonstrating the capacity to recognize, organize and mobilize resources to meet demands.

### 5. Courage

- A strong sense of self and his/her own convictions.
- Ability to speak up with honesty and directness.

### 6. Ability to Receive/Give Instruction

- Ability to deal well with directions and instructions.

### 7. Solid Self-Esteem

- The capacity of a strong and balanced self-esteem

## TIER II

### 1. Ability to Manage “Stakeholder” Relationships

- Noticing and Sensitivity
- Acceptance of Differing Views
- Relationship, People Skills, Helping others with Personal Problems
- The ability to deal with difficult people.

### 2. Competency/Smartness

- The ability to make good decisions, to solve problems, and find solutions. Overall “wise” competency.
- Ability to incorporate Big Picture strategies

### 3. Written/Oral Communication

- Judgment Index™ Stage/Type: Communicating. Persons of this type tend to work very well with words and have strong verbal and written skills. While people with other Stage/Type strengths may be good communicators, it is a primary strength of a Communicating Stage/Type result.

### 4. Decisiveness

- The ability to make good decisions, to solve problems, and find solutions. Overall “wise” competency.
- Ability to incorporate Big Picture strategies

### 5. Self-Starter

- A strong sense of self and the confidence in one’s approach to problems. The likelihood of being a strong “change agent”.
- Assertiveness

### 6. Ability to Plan/Execute

- **PLAN:** Incorporating Big Picture Strategies in actions
- **EXECUTE:** Strong and efficient in Work and Task completion
- **Comparative assessment of:**
  - i. Conceptualization as it relates to “big picture” realities
  - ii. Actualizing and using “big picture” understanding. The “ability” to plan and then execute.

LEADERSHIP QUALITIES REPORT				
SCORING SUMMARY				
TIER I				
QUALITY DESCRIPTION	INDEX	IDEAL RANGE	ACTUAL SCORE	IN-RANGE?
<b>1. Passion to Lead</b>	People	0 - 20	6	★
	Work/Task	0 - 20	8	★
	Big Picture	0 - 20	19	★
	Solving Problems	0 - 15	5	★
	Focus	0 - 10	7	★
	Assertiveness	0 - 10	7	★
<b>2. Ability to Inspire</b>	Tolerance	0 - 12	6	★
	Compassion	0 - 12	0	★
	Work Meaningfulness	0 - 12	7	★
	Solving Self Problems	0 - 12	2	★
	Self-Confidence	-10 to +10	-5	★
	Speaking with Conviction	0 - 10	7	★
<b>3. Ability to Select</b>	Understanding Work	0 - 12	7	★
	Work Ethic	0 - 12	1	★
	Intuitive Sensitivity	0 - 35	28	★
<b>4. Resilience</b>	Difficult Situations	0 - 20	18	★
<b>5. Courage</b>	Sense of Self	0 - 30	28	★
	Speak Openly and Honestly	0 - 10	7	★
<b>6. Receive/ Give Instruction</b>	Instructions	0 - 4	0	★
<b>7. Self-Esteem</b>	Self-Esteem	-10 to +10*	-5	★
* It will be helpful if the score is from -10 to +10, It will be even better if the score is in a "tighter" range of -5 to +5. A score greater than +/- 10 would indicate lack of balance in self-esteem.				

## LEADERSHIP QUALITIES REPORT

### SCORING SUMMARY

#### TIER II

QUALITY DESCRIPTION	INDEX	IDEAL RANGE	ACTUAL SCORE	IN-RANGE?
<b>1. Managing Relationships</b>	Noticing	0 – 35	28	★
	Tolerance	0 – 12	6	★
	People Skills	0 – 12	0	★
	Difficult People	0 - 20	18	★
<b>2. Competence/Smartness</b>	Problem Solving	0 – 15	5	★
	Big Picture	0 – 20	19	★
<b>3. Communication</b>	Dominant I, with E & S within 5 of each other <sup>1</sup> I = 6 E = 8 S = 19			
<b>4. Decisiveness</b>	Make Good Decisions	0 – 15	5	★
	Big Picture	0 – 20	19	★
<b>5. Self-Starter</b>	Sense of Self	0 – 15	28	
	Assertiveness	0 – 10	7	★
<b>6. Plan/Execute</b>	Big Picture Strategy	0 – 15	19	
	Work - Task	0 – 12	8	★
	Comparison	>2.20	3.75	★

Of the **34** key indicators, the candidate was in range **31** times.

<sup>1</sup>It is helpful to be or to approximate a Type 10 on the Stage/Type assessment. A true Type 10 is a strong communicator. If a person is not a Type 10 but their Global “I” is strongest (smallest number) and the “E” and “S” are fairly close (within 5 points), the person’s communication ability should be very adequate.