



Leadership Group Example

Leadership Values Assessment

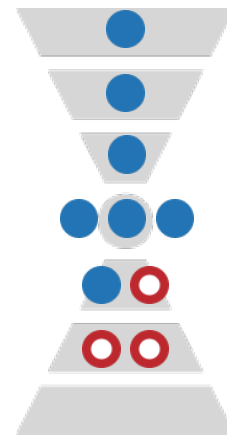
Prepared by
Barrett Values Centre

Leadership Group

Leadership Group
7 Leaders

- 7 Visionary Leader
- 6 Mentor/Partner Leader
- 5 Authentic Leader
- 4 Facilitator/Innovator
- 3 Performance Manager
- 2 Relationship Manager
- 1 Crisis Manager

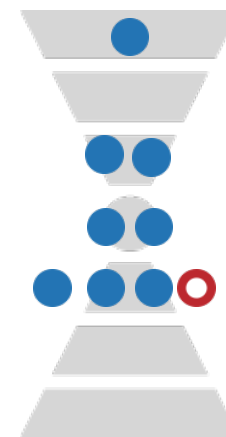
Leaders Values



I R O S = 4-1-2-0 I R O S = 0-3-0-0

VALUE	VOTES	LEVEL
★ commitment	4	5 I
★ ethical	4	7 I
ambitious	3	3 I
being liked	3	2 R
big picture view	3	6 O
conflict avoider	3	2 R
continuous improvement	3	4 O
★ demanding	3	3 R
developing others	3	4 R
open to new ideas	3	4 I

Observed Values



I R O S = 7-1-0-0 I R O S = 0-1-0-0

VALUE	VOTES	LEVEL
★ commitment	6	5 I
analytical	5	3 I
★ ethical	5	7 I
high standards	5	3 I
integrity	4	5 I
accountability	3	4 R
attention to detail	3	3 I
business/ industry knowledge	3	4 I
★ demanding	3	3 R

- = Positive Value
- = Potentially Limiting

★ = 3 Matches

Positive Focus

- I = Individual
- R = Relationship
- O = Organisational
- S = Societal

Potentially Limiting

- I = Individual
- R = Relationship
- O = Organisational
- S = Societal

Balance Index

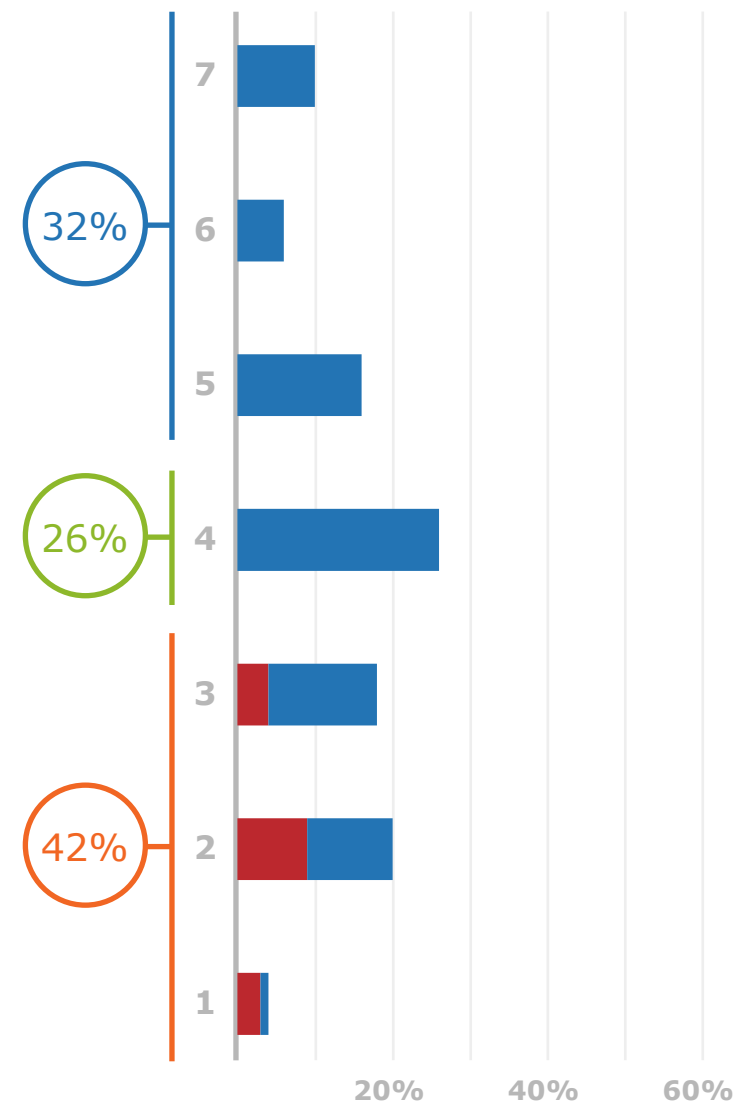
Leadership Group
7 Leaders



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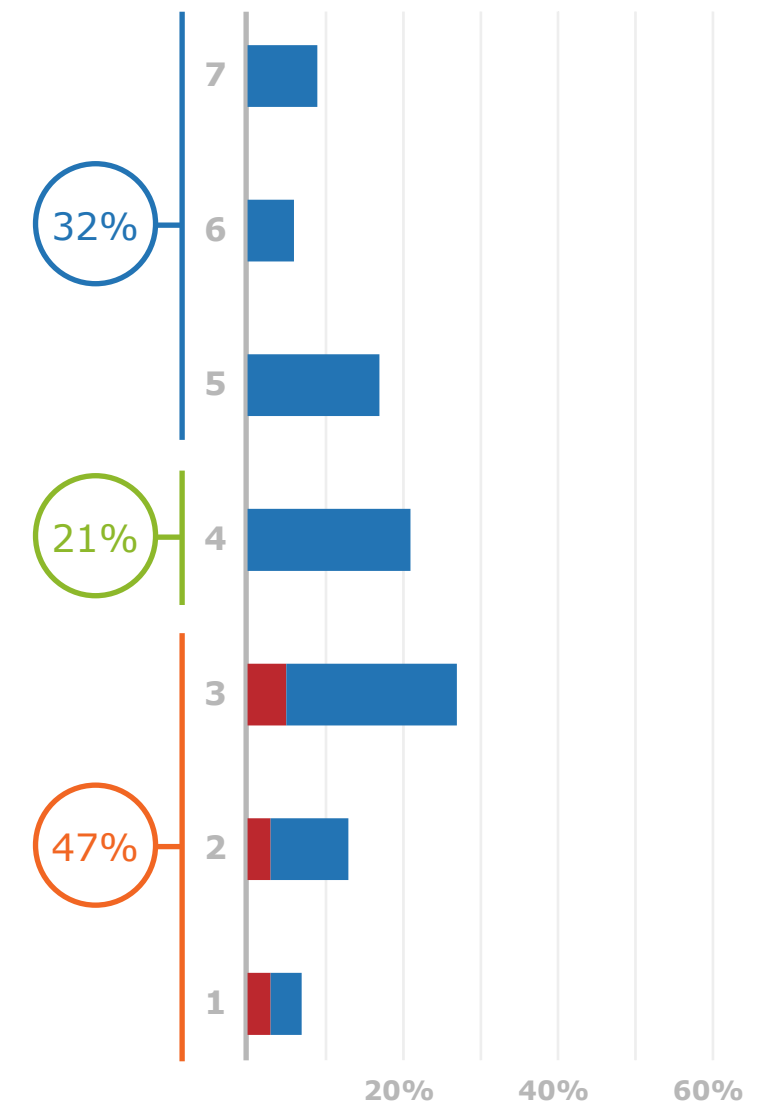


Leaders Values



Leadership Entropy: 16%

Observed Values



Leadership Entropy: 11%

Leadership Entropy Report

Leadership Group
7 Leaders

1 Crisis Manager 3% of total votes

POTENTIALLY LIMITING VALUES	VOTES
cautious	21
authoritarian	9
controlling	7
over-managing	2
short-term focus	1

2 Relationship Manager 3% of total votes

POTENTIALLY LIMITING VALUES	VOTES
conflict avoider	16
internally competitive	13
being liked	10
too focused on other's appraisal	4

3 Performance Manager 5% of total votes

POTENTIALLY LIMITING VALUES	VOTES
demanding	35
arrogance	11
long hours	6
lack of self-confidence	2
power	2
jumping to conclusions	1

Low and healthy

Needs monitoring

Counterproductive

Critical

0%—6%

7%—11%

12%—16%

17%+

▲
11%

Leadership Perspectives

Leadership Group
7 Leaders

	Leading Self		Leading People		Leading Process		Leading Purpose	
	CHARACTER	CONFIDENCE/ DECISIVENESS	FOLLOWERSHIP	DEVELOPMENT/ EMPOWERMENT	OPERATIONS/ STAKEHOLDERS	CHANGE/ RISK	COMMUNICATIONS	BIG PICTURE
Leaders Values	commitment ethical	ambitious being liked	conflict avoider demanding	developing others		continuous improvement open to new ideas		big picture view
Observed Values	commitment ethical integrity accountability	ambitious decisiveness			analytical high standards attention to detail business/ industry knowledge			