Growth **Leader** Assessment
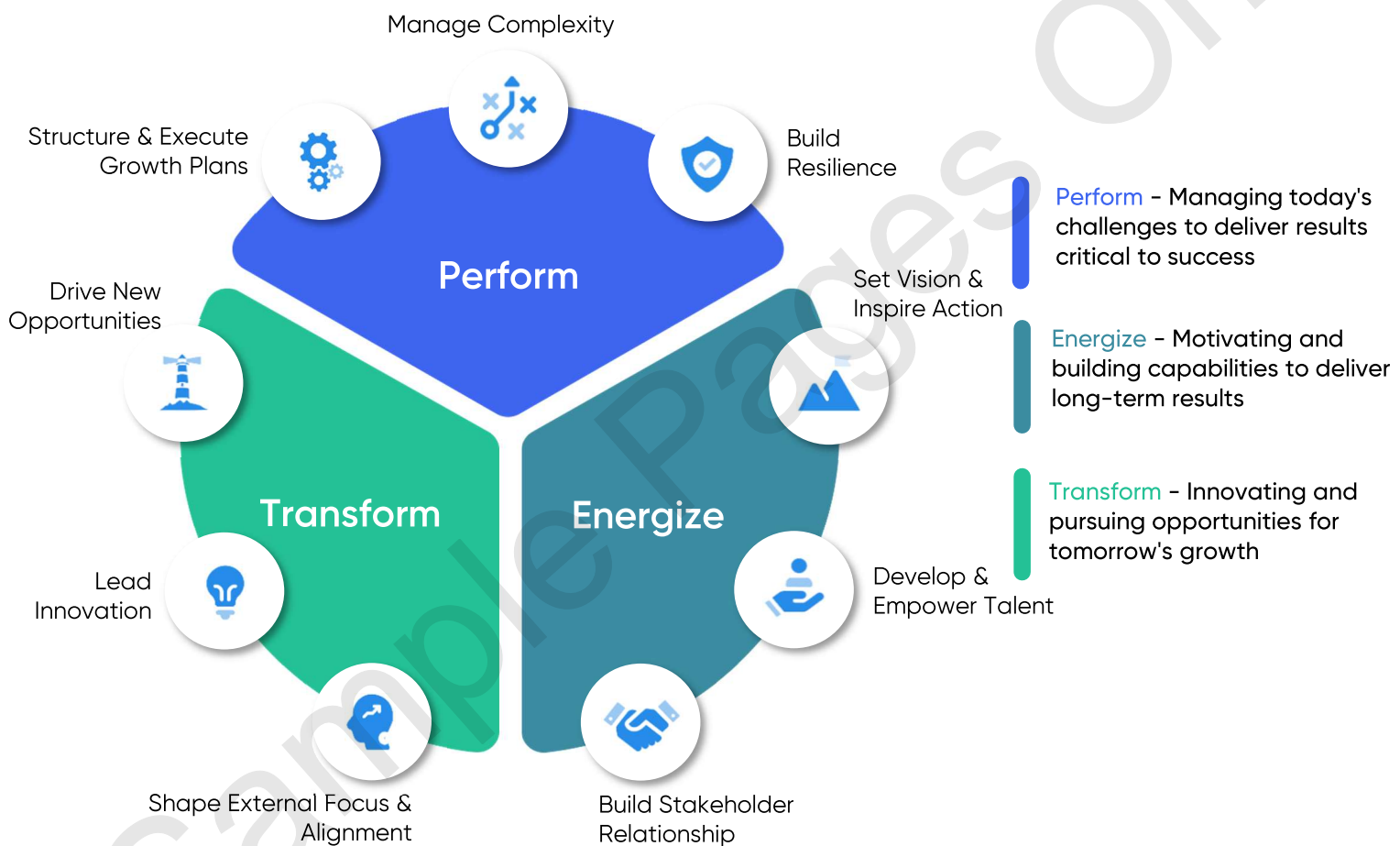
Insight Report For

Name: Sample Report
Date: 2024

organisation
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The Growth Leader Framework

Growth leaders across all functions distinguish themselves by delivering performance for today while energizing their teams and transforming the organization for tomorrow. The Growth Leader Assessment is designed to help leaders identify and develop the skills they need to deliver business results, have greater impact in the organization, and prepare themselves for future roles.

The Growth Leader Assessment measures 9 capabilities:

Manage Complexity

Structure & Execute Growth Plans

Build Resilience

Drive New Opportunities

Perform

Set Vision & Inspire Action

Transform

Energize

Lead Innovation

Develop & Empower Talent

Shape External Focus & Alignment

Build Stakeholder Relationship

Perform – Managing today's challenges to deliver results critical to success

Energize – Motivating and building capabilities to deliver long-term results

Transform – Innovating and pursuing opportunities for tomorrow's growth

This report is designed to provide insight so that leaders can develop their skills and capabilities. However, not all skills may be required in some roles. When creating a development plan, consider both current and possible future role challenges when identifying skills to develop. Also, consider other sources of information when identifying the importance of skills, including current performance, stakeholder input and experience requirements of future roles.

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Measures and Benchmarks

Leader Style and Strategies

The Growth Leader Assessment measures your Style and Strategies

Style
Who You Are

+

Strategies
What You Do

=

Outcomes
Impact You Have

- Includes personality, mindset, abilities, derailers
- Changes slowly over time
- Low scores may pose challenges that needs to be worked around

Example
Introverts may not naturally connect with others

- Includes skills, practices, routines
- Changes quickly as skills are built
- Low scores indicate new skills need to be acquired

Example
Build network practices to proactively connect with others

- Includes performance outcomes, team engagement scores, etc.
- Changes gradually as new skills have impact

Example
360 results indicating strong collaboration skills

Benchmark Rating

Your results are compared to benchmark data to help determine if a Style or Strategy is a strength or development opportunity

Key Strength
Indicate you score highly compared to leaders in other companies

Strength

Acceptable
Indicates you score similarly to leaders in other companies

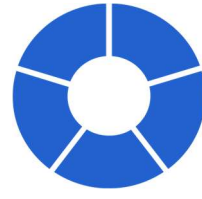**Opportunity**

Key Development Opportunity
Indicates you score lower than leaders in other companies

Assessment Snapshot

Use this Snapshot page for directional guidance to help you identify strengths and opportunity areas.

Perform **Energize** **Transform**

	Style	Strategies
Perform		
Structure & Execute Growth Plans		
Manage Complexity		
Build Resilience		
Energize		
Set Vision & Inspire Action		
Develop & Empower Talent		
Build Stakeholder Relationships		
Transform		
Shape External Focus & Alignment		
Lead Innovation		
Develop Growth Mindset		

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Development Insights

Development Matrix

High ● Learned Capabilities   Key Strengths

- **Opportunities** △
- **Structure** ◎
- **Resilience, Stakeholder** ▣
- **External** △
- **Complexity, Innovate** ◎
- **Set Vision, Empower** □

Strategies (vertical axis)

Development Needs   Hidden Opportunities

Low   **Style**   High ●

Identifying Development Opportunities

Use the Development Matrix to identify Strategies or skills that will help you overcome Style challenges.

Key Strengths
- Indicate you have high Style and Strategy scores
- Leverage these strengths to help you succeed

Learned Capabilities
- Indicate you have built strong Strategies to overcome low Style areas
- Consider whether you should keep building strategies or focus elsewhere

Hidden Opportunities
- Indicate a high Style area where you have not developed Strategies
- Consider whether you should build Strategies to make this a Strength

Development Needs
- Indicate low Style and Strategy scores
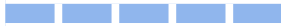- Identify Strategies and skills to develop to overcome low Style areas

Style

Tenacity

Diligent

You set and follow plans quickly and steadily; you put in much effort to deliver goals and commitments on time or early

Proactive

You likely are focused and start work quickly; you often are proactive when addressing difficult challenges, situations, or decisions

Organized

You are highly organized and ordered; you are likely to put robust structured plans and routines in place to deliver

Strategy

Focus and Aligned

Focus

You likely have focused your team on top priorities and have most of the resources and processes needed to monitor performance and deliver

Align

You generally take time to align stakeholders and other teams to support your goals; you have some of the structure and capabilities needed to deliver

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Energize: Develop & Empower Talent

Growth Mindset

Style

Incremental

You likely believe that you can increase your capabilities and can improve most aspects of your own long-term potential

Unlimited

You may believe people can develop but may believe they are somewhat limited in how much they can change their long-term talent or potential

Developing Others

Strategy

Empower Decisions

You usually empower your team to make decisions, but may provide oversight in some areas to ensure quality and minimize mistakes

Develop Teams

You spend some time coaching, giving feedback, and developing your team; you may be building some of the capabilities your team will need in future

Develop Organizations

You and your team may not spend much time reviewing and developing organization talent; you may not be building many capabilities needed for future growth
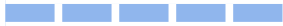
Transform: Lead Innovation

Style

Creative

You generate many new ideas to solve old and new challenges; you enjoy generating creative and imaginative solutions

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Strategy

Instill Innovation

Increase Efficiency

You always look for ways to improve speed and efficiency; you expect your team to improve processes and productivity

Increase Discovery

You may not often focus your team to create new ideas, solutions, and products or services; you may not encourage experimentation

Lead Team Innovation

Your team generally supports new and creative ideas; the team allocates some resources to ensure innovations are implemented

Lead Organization Innovation

You may not often drive efficiency or discovery innovation priorities; you may not build all of the capabilities or culture needed for innovation

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