

LEADERSHIP SURVEY GROUP REPORT

Leadership Group T1 Sample

1 March 2020



ABOUT THIS REPORT

This report presents aggregate results of a leadership and employee engagement survey. 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 raters' views. 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

Genos helps 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 at www.genosinternational.com

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Population Information

GROUP DESCRIPTION:	Leadership Group T1 Sample
NUMBER OF PARTICIPANTS RATED:	18
NUMBER OF RATERS:	119
COMPLETED ENGAGEMENT SURVEYS:	60

RATER INFORMATION

Responses to the survey were collected between 1 June 2018 and 28 August 2018.



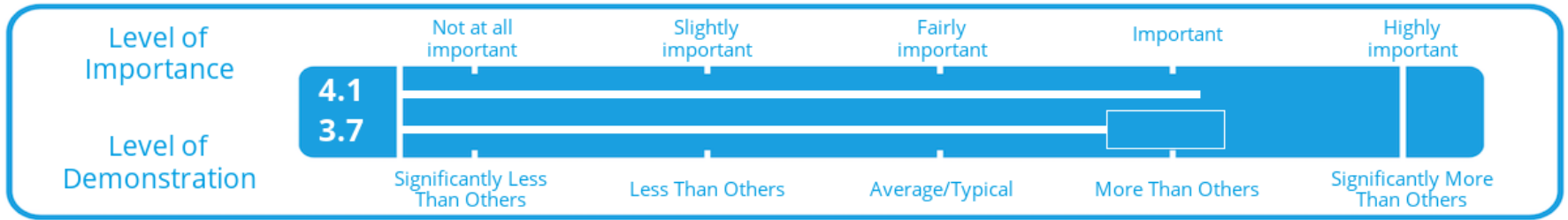
FAMILIARITY

	THIS MEANS THAT RATERS...	SO SCORES FROM THIS CATEGORY ARE...
LOW	Have little contact with you and are unfamiliar with your leadership behaviours	Valuable and should not be dismissed. However, interpret these scores with caution.
MEDIUM	Have some contact with you and are familiar with your leadership behaviours	Meaningful. Identify actions to take on the basis of your results however validate these actions with your raters before implementation.
HIGH	Are highly familiar with your leadership behaviours	Very meaningful. Take action based on the feedback.

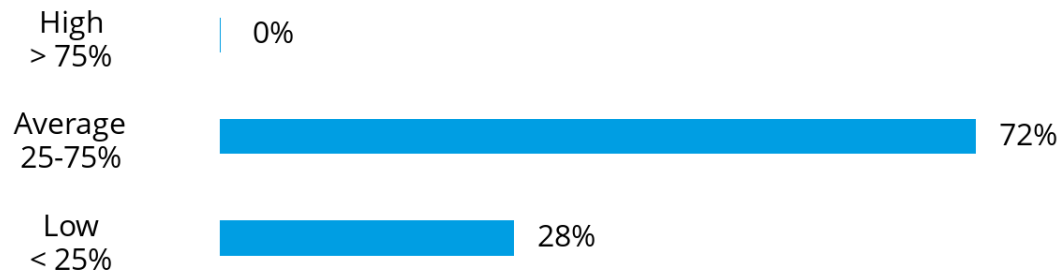
CONSISTENCY

	THIS MEANS THE RATER RESPONSES TO THE SURVEY WERE...
LOW	Significantly inconsistent. This may be because: <ul style="list-style-type: none">• You display different behaviour to individual raters• Raters may be seeing different aspects of your behaviour, or• Different situations, relationships or environments had an impact on their responses. When consistency of responses is low, interpret results with caution, as the results reflect averages that may not be meaningful.
MEDIUM	Somewhat consistent, as might be expected from a typical group of respondents.
HIGH	Highly consistent.

TOTAL EMOTIONAL INTELLIGENCE



Benchmarks	Average Demonstration: 37	Standard Deviation: 17	Minimum: 2	Maximum: 55
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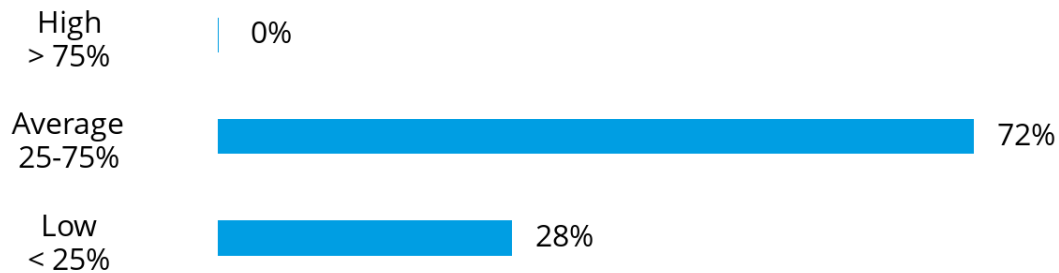
Percentage of the group that are high, average and low in Total Emotional Intelligence



SELF-AWARENESS



Benchmarks	Average Demonstration: 36	Standard Deviation: 18	Minimum: 2	Maximum: 55
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Percentage of the group that are high, average and low in Self-Awareness



SELF-AWARENESS



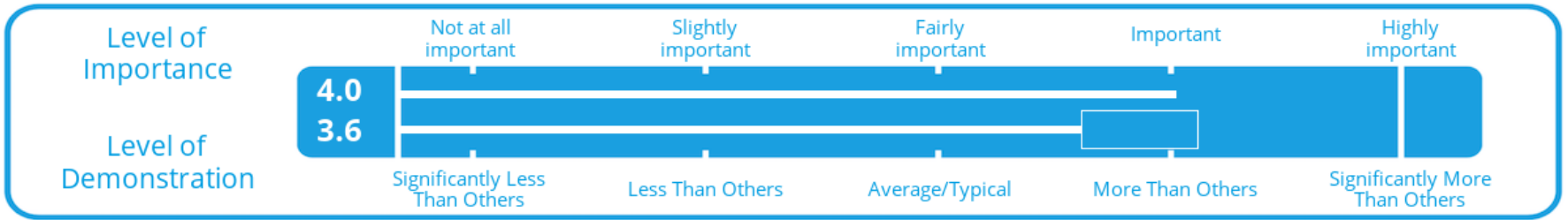
Benchmarks	Average Demonstration: 36	Standard Deviation: 18	Minimum: 2	Maximum: 55
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Question	I	D	d	BM
1. Understands the impact their behaviour has on others.	4.3	3.7	0.6	<>
2. Is aware of their strengths and limitations.	4.2	3.7	0.5	<>
3. Asks others for feedback on their leadership.	3.7	3.1	0.6	∨
4. Responds effectively to feedback provided to them.	4.1	3.6	0.5	<>
5. Is consistent in what they say and do.	4.5	4.1	0.4	<>
6. Behaves in a way that is consistent with how they expect others to behave.	4.4	3.9	0.5	<>
7. Demonstrates awareness of their mood and emotions.	4.0	3.6	0.4	<>

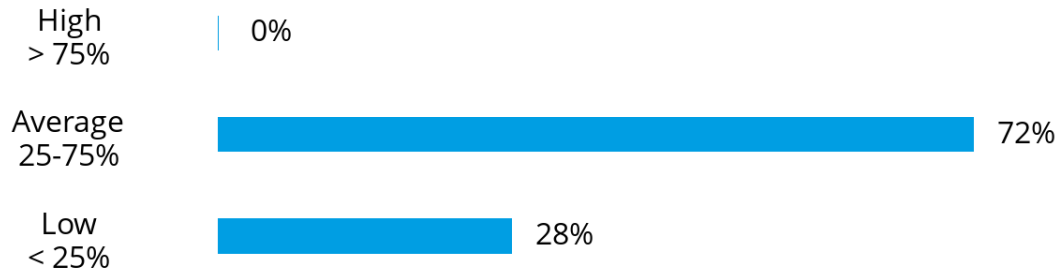
KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark



AWARENESS OF OTHERS



Benchmarks	Average Demonstration: 38	Standard Deviation: 21	Minimum: 1	Maximum: 75
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Percentage of the group that are high, average and low in Awareness Of Others



AWARENESS OF OTHERS



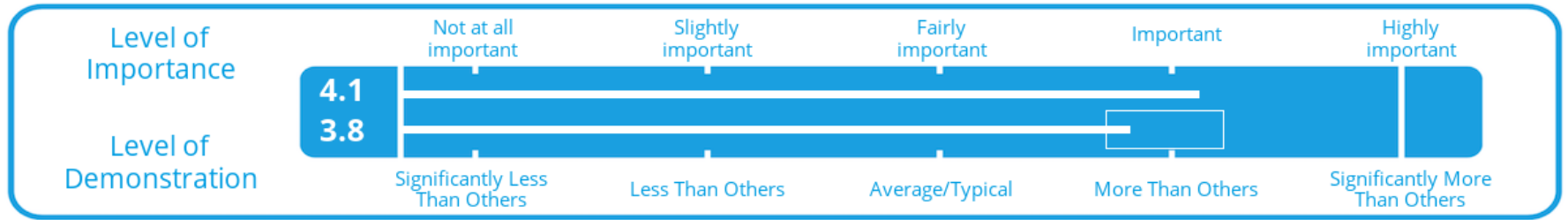
Benchmarks	Average Demonstration: 38	Standard Deviation: 21	Minimum: 1	Maximum: 75
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Question	I	D	d	BM
1. Makes others feel appreciated.	4.2	3.8	0.4	<>
2. Adjusts their style so that it fits well with others.	3.7	3.3	0.4	<>
3. Notices when someone needs support and responds effectively.	4.2	3.8	0.4	<>
4. Accurately views situations from the perspective of others.	4.1	3.6	0.5	<>
5. Acknowledges the views and opinions of others.	4.1	3.8	0.3	<>
6. Accurately anticipates responses or reactions from others.	3.9	3.6	0.3	<>
7. Balances achieving results with others' needs.	3.8	3.6	0.2	<>

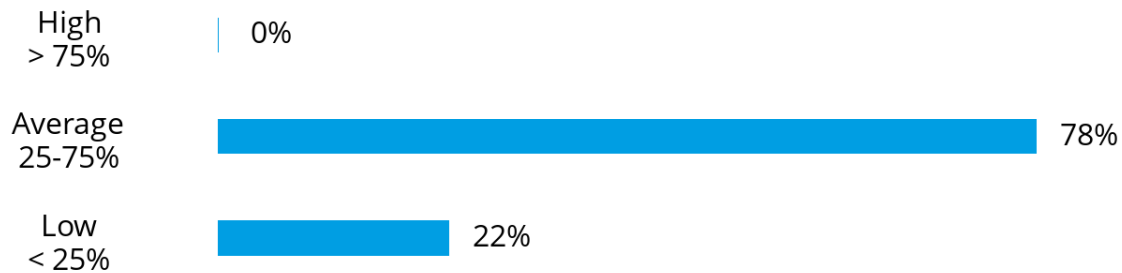
KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark



AUTHENTICITY



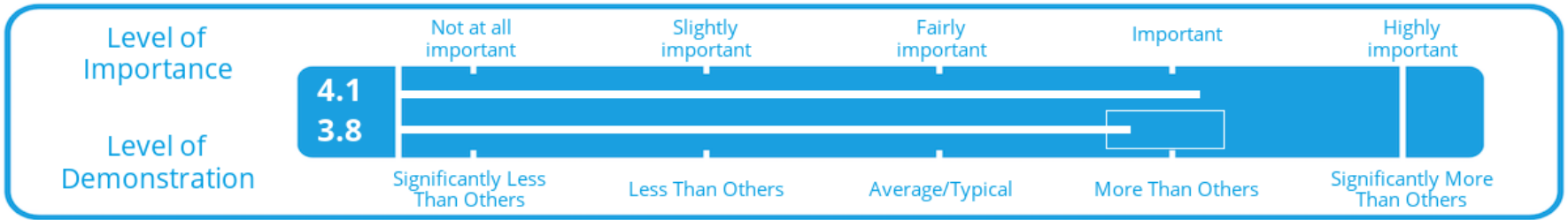
Benchmarks	Average Demonstration: 37	Standard Deviation: 18	Minimum: 2	Maximum: 64
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Percentage of the group that are high, average and low in Authenticity



AUTHENTICITY



Benchmarks	Average Demonstration: 37	Standard Deviation: 18	Minimum: 2	Maximum: 64
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Question	I	D	d	BM
1. Is open about their thoughts, feelings and opinions.	3.8	3.8	✓	<>
2. Expresses thoughts and feelings in a way that is sensitive to those of others.	3.8	3.6	0.2	<>
3. Facilitates robust, open debate.	4.0	3.7	0.3	<>
4. Is open and honest about mistakes.	4.2	3.8	0.4	<>
5. Honours commitments and keeps promises.	4.5	4.1	0.4	<>
6. Encourages others to put forward their thoughts, feelings and opinions.	4.1	3.8	0.3	<>
7. Responds effectively when challenged.	4.2	3.8	0.4	<>

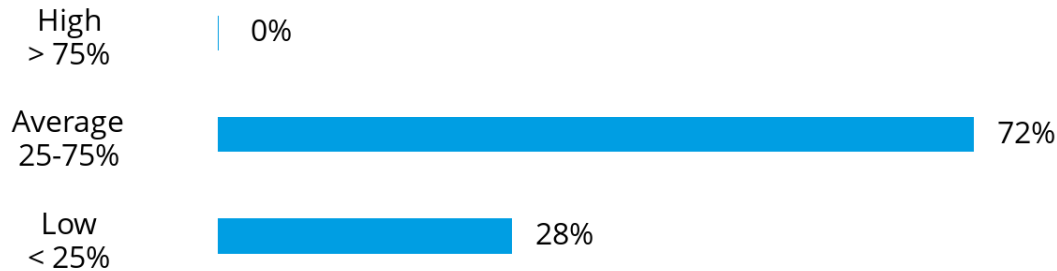
KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark



EMOTIONAL REASONING



Benchmarks	Average Demonstration: 41	Standard Deviation: 20	Minimum: 2	Maximum: 63
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Percentage of the group that are high, average and low in Emotional Reasoning



EMOTIONAL REASONING



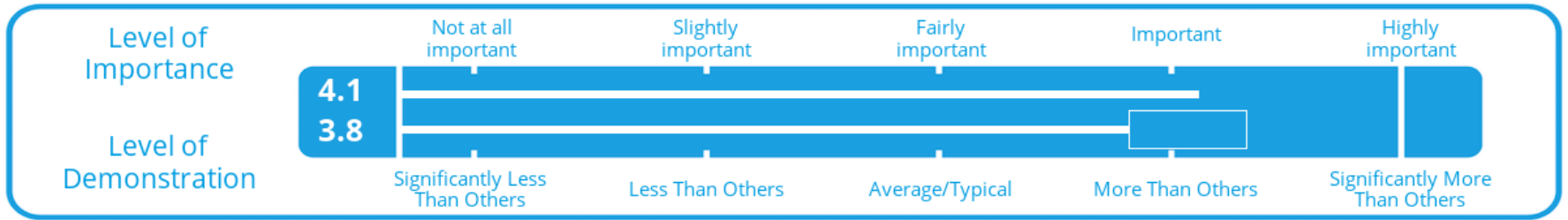
Benchmarks	Average Demonstration: 41	Standard Deviation: 20	Minimum: 2	Maximum: 63
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Question	I	D	d	BM
1. Consults others in decision-making.	4.1	3.8	0.3	<>
2. Explains the rationale behind decisions made.	4.0	3.9	0.1	<>
3. Involves you in decisions that affect your work.	4.3	4.0	0.3	<>
4. Considers issues from multiple perspectives.	4.2	3.8	0.4	<>
5. Takes the bigger picture into account when decision-making.	4.3	3.8	0.5	<>
6. Reflects on feelings when decision-making.	3.6	3.5	0.1	<>
7. Makes ethical decisions.	4.4	4.2	0.2	<>

KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark



SELF-MANAGEMENT



Benchmarks	Average Demonstration: 31	Standard Deviation: 16	Minimum: 2	Maximum: 55
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Percentage of the group that are high, average and low in Self-Management



SELF-MANAGEMENT



Benchmarks	Average Demonstration: 31	Standard Deviation: 16	Minimum: 2	Maximum: 55
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Question	I	D	d	BM
1. Manages their emotions effectively in difficult situations.	4.0	3.7	0.3	<>
2. Demonstrates a positive, energising demeanour.	4.2	3.8	0.4	<>
3. Manages their time effectively.	4.2	3.8	0.4	<>
4. Learns from mistakes.	4.2	3.8	0.4	<>
5. Keeps up to date with industry trends and market conditions.	3.8	3.7	0.1	<>
6. Strives to improve their own performance.	4.2	3.9	0.3	∨
7. Quickly adapts to new circumstances.	4.1	3.8	0.3	<>

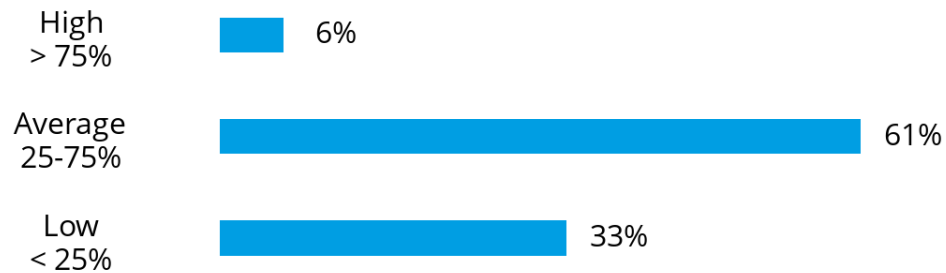
KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark



INSPIRING PERFORMANCE



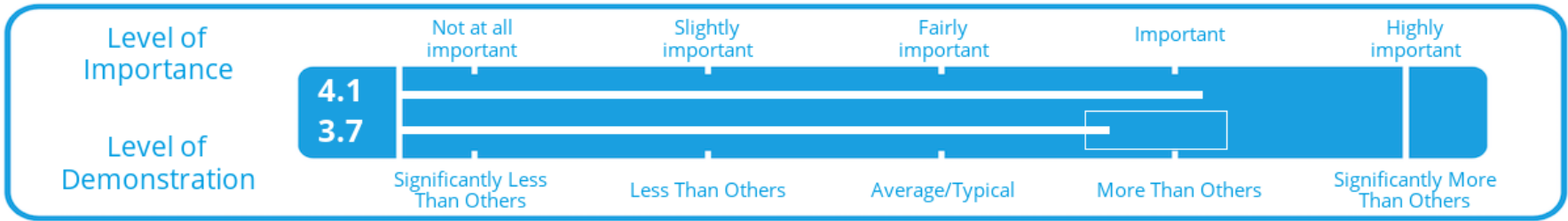
Benchmarks	Average Demonstration: 34	Standard Deviation: 23	Minimum: 1	Maximum: 78
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Percentage of the group that are high, average and low in Inspiring Performance



INSPIRING PERFORMANCE



Benchmarks	Average Demonstration: 34	Standard Deviation: 23	Minimum: 1	Maximum: 78
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Question	I	D	d	BM
1. Provides useful support and guidance.	4.1	3.8	0.3	<>
2. Provides constructive feedback on behaviour and performance.	4.1	3.7	0.4	<>
3. Helps you understand your purpose and contribution to the organisation.	3.9	3.5	0.4	<>
4. Notices inappropriate behaviour in others and responds effectively.	4.2	3.8	0.4	<>
5. Maintains a positive work environment.	4.4	3.8	0.6	<>
6. Helps facilitate your development and advance your career.	3.8	3.5	0.3	<>
7. Recognises others' hard work and achievements.	4.2	3.9	0.3	<>

KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark

EMPLOYEE ENGAGEMENT OVERVIEW

Employee engagement is the collective level of intellectual and emotional commitment employees have toward their work and organisation. It is measured empirically by asking employees to indicate the extent to which they praise their organisation to others; perform beyond what is expected of them; persist in the face of adversity; and perfect what they do.

The items measuring these four value creating engagement factors are shown below.

Praise

I tell others how great this organisation is to work for whenever I have the chance.

I promote this organisation as a great place to work.

Persist

My commitment to this organisation remains unwavering even when conditions become difficult.

I never think about leaving this organisation even when other opportunities are presented to me.

Perform

I willingly perform above and beyond what is expected of me at work.

The way I feel about this organisation motivates me to do everything I can do to make this organisation successful.

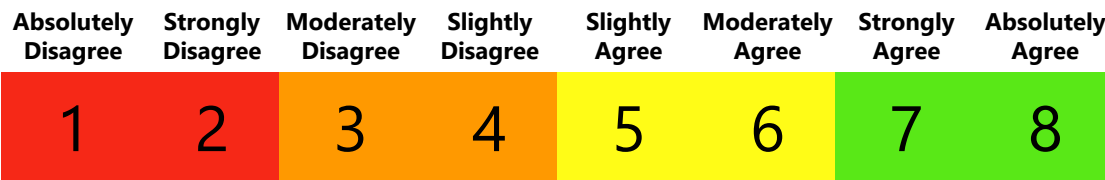
Perfect

I continuously seek to improve the way I do things for this organisation.

I am motivated to find new and innovative ways of doing things in this organisation.

In this report, total employee engagement is calculated at the individual level by averaging employee responses to the eight engagement questions shown opposite.

Your Engagement Score represents the percentage of employees who have an average response to the questions between 6.50 - 8.00.



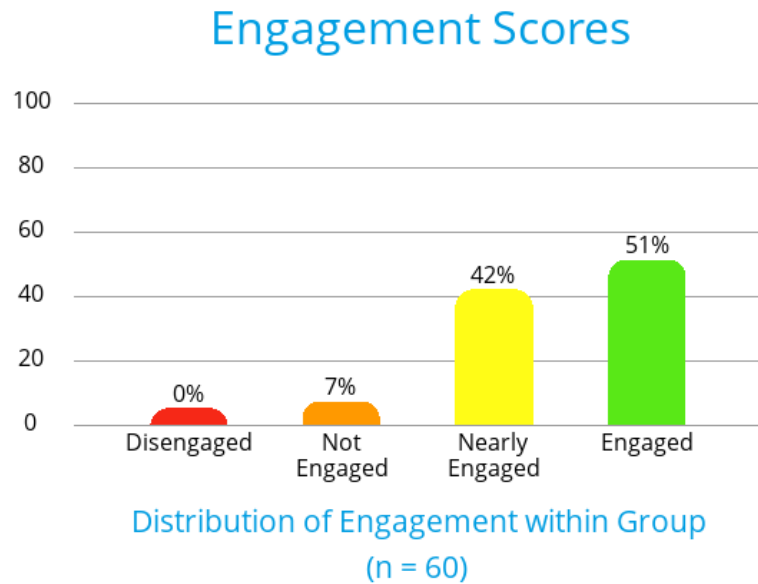
Score Range	Interpretation
6.50 - 8.00	Engaged
4.50 - 6.49	Nearly Engaged
2.50 - 4.49	Not Engaged
1.00 - 2.49	Disengaged

EMPLOYEE ENGAGEMENT SCORES

The engagement scores for this group are shown below.

Different businesses use different employee engagement surveys. Therefore comparisons with industry benchmarks should be made cautiously. However, most engagement surveys report overall engagement scores as a percentage of employees that are 'engaged' as per the aforementioned definition.

Below we report both Your Scores (YS), and our International Engagement Benchmark scores (BM). The Benchmark sample comprises responses from 26,118 individuals who have completed the Genos Engagement Survey coming from a wide variety of different organisations in the public and private sectors.



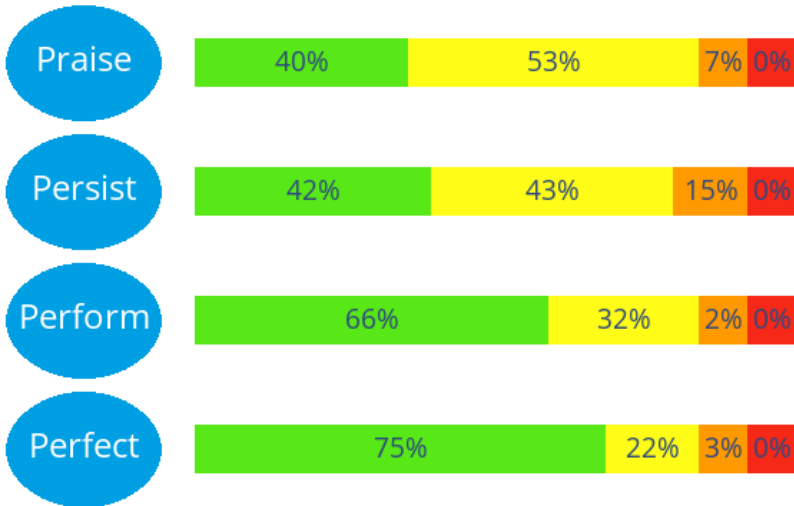
Comparison with Genos Benchmark		
Category	BM	YS
Engaged	54%	51%
Nearly Engaged	39%	42%
Not Engaged	6%	7%
Disengaged	1%	0%

BM = Genos Benchmark **YS = Your scores**

EMPLOYEE ENGAGEMENT SCORES

Scores across the four 'P's of the Genos Engagement model for this group are shown below together with Benchmarked Scores from the Genos sample (percentage in the green or 'engaged' category only).

Engagement Behaviours



Comparison with Genos Benchmark		
Category	BM	YS
Praise	50%	40%
Persist	48%	42%
Perform	69%	66%
Perfect	72%	75%

BM = Genos Benchmark YS = Your scores





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