

LVS-GR

Leadership Vital Signs – Group Emotional Intelligence for Performance

Report prepared for: Sample Report

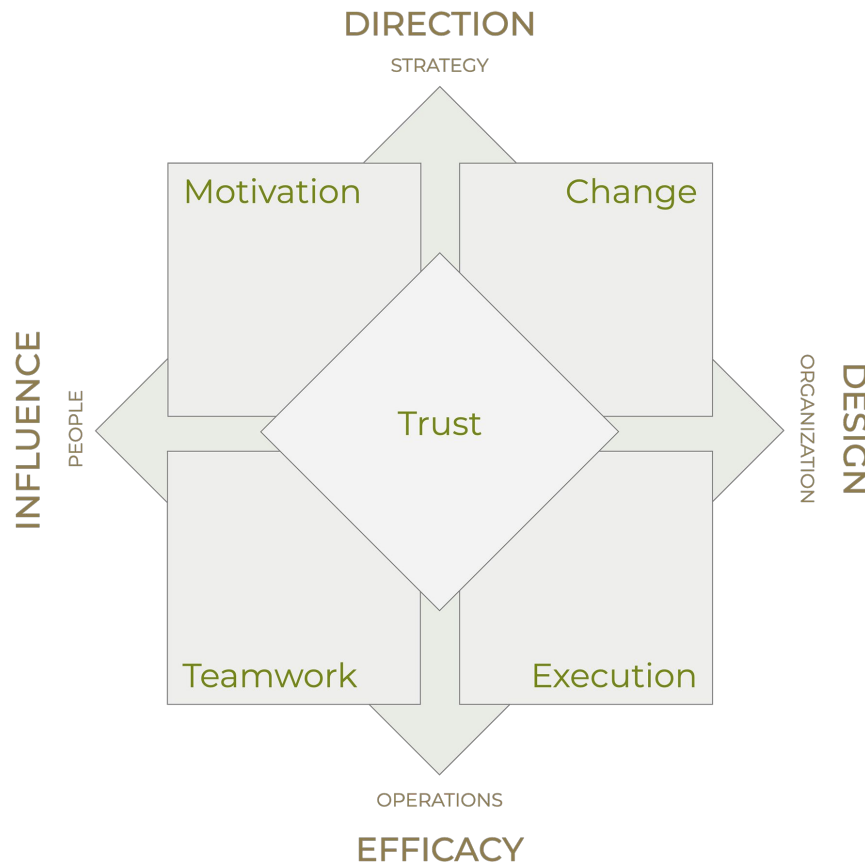
May 1, 2023



The Vital Signs Model

LVS – Leadership Vital Signs – is a multi-rater assessment providing focused feedback about leadership and comparisons between self and others’ perceptions. In this context, “leadership” is defined by the five components shown in green on this graph.

In addition, the Vital Signs Model defines five key drivers of effective leadership that lead to four critical outcomes (in brown):



This LVS Group Report provides a summary of feedback on each dimension of the Vital Signs Model. It includes average scores from participants in the group and average scores of others’ ratings of the participants.

This report includes:

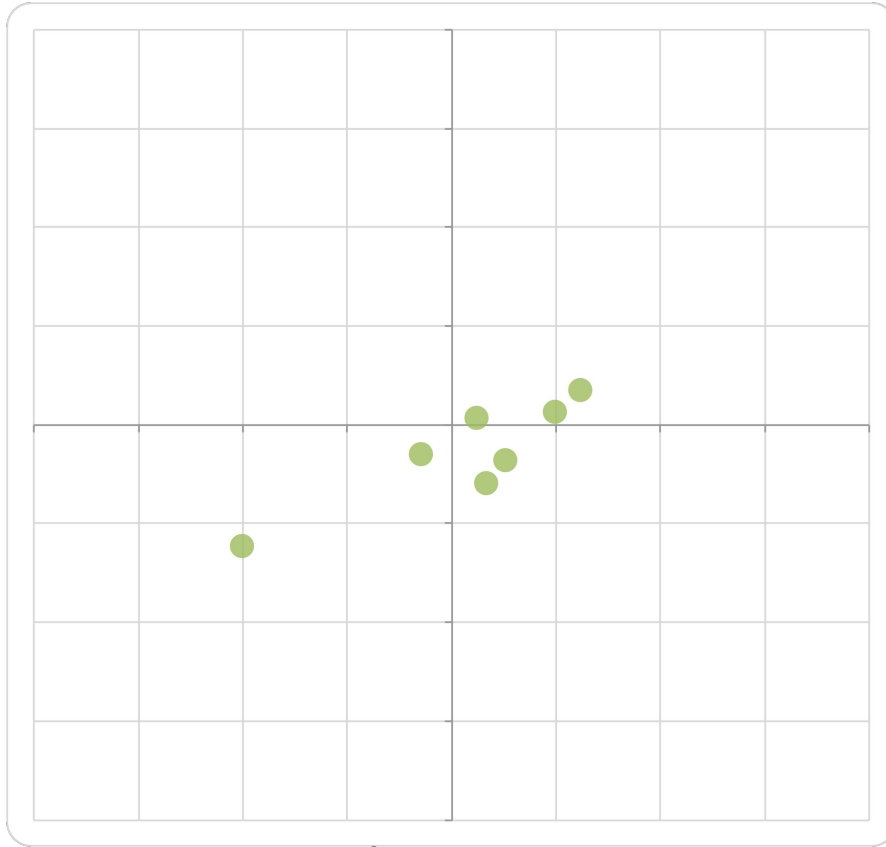
- 7 self assessments

- 110 ratings from others

At a Glance

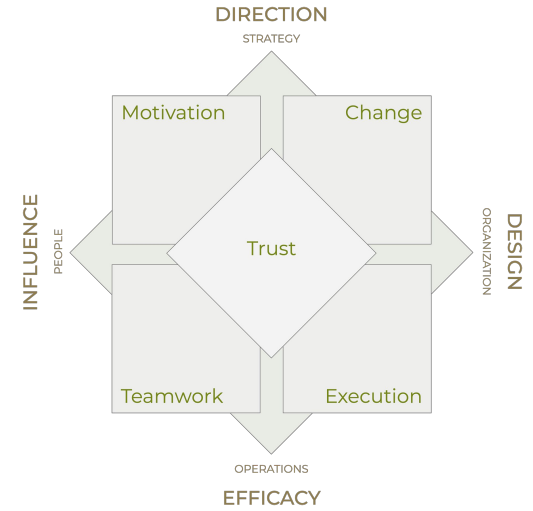
Strategy: Long term vision

People:
Individual needs



Operations: Immediate action

Organization:
Systemic needs



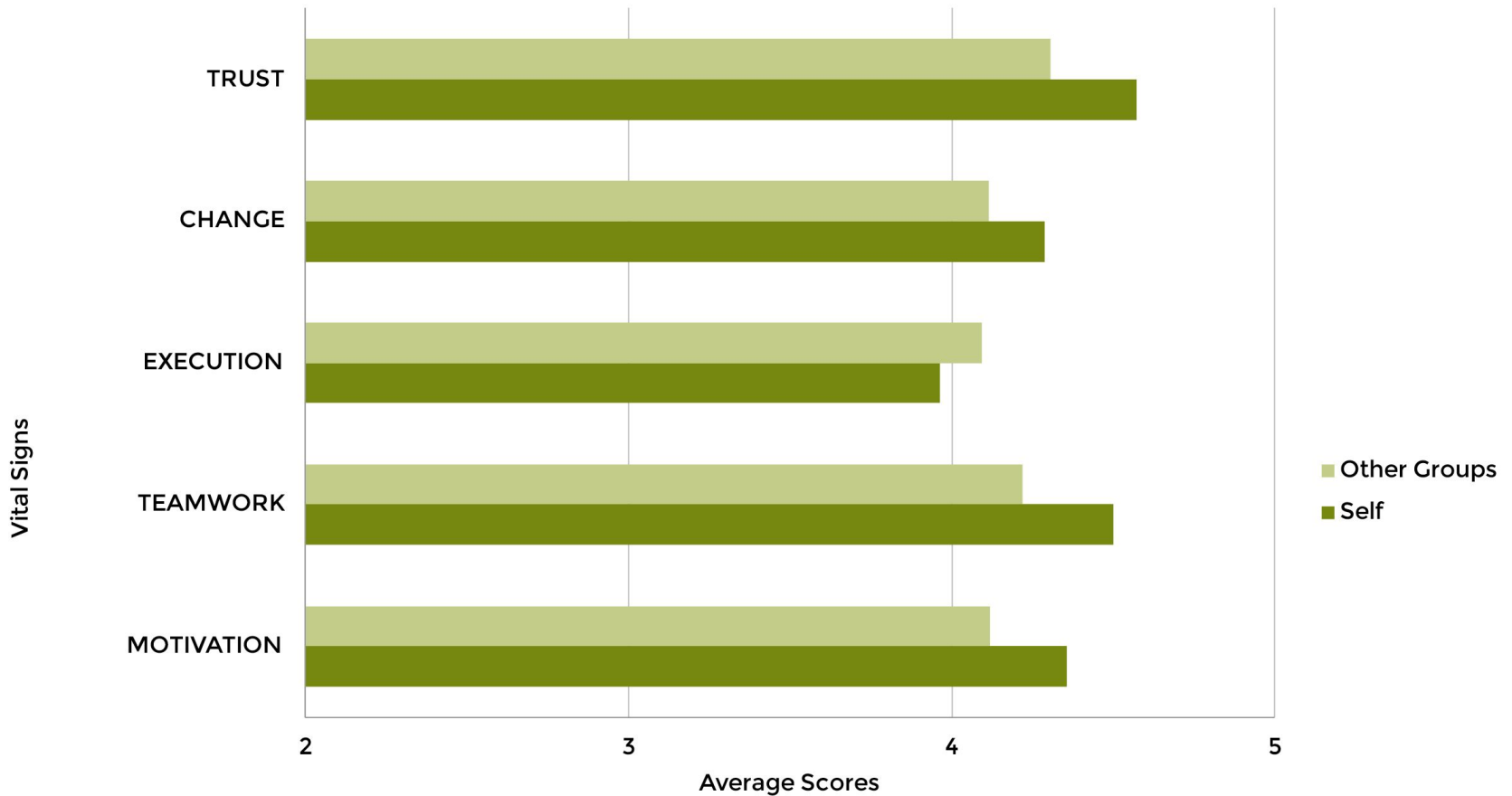
This graph provides a visual summary of the group members' leadership styles – based on others' rating

The Vital Signs Factors

LVS measures these five elements of leadership:

Climate Factor	Definition
Motivation	Motivation is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
Teamwork	Teamwork is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
Execution	Execution is the ability to achieve strategic results by implementing specific steps that work.
Change	Change leadership is the ability to keep the team innovating and adapting to succeed in a continuously changing environment.
Trust	Trust is a feeling of confidence and surety - a trustworthy leader is someone who others will rely upon.

Vital Signs



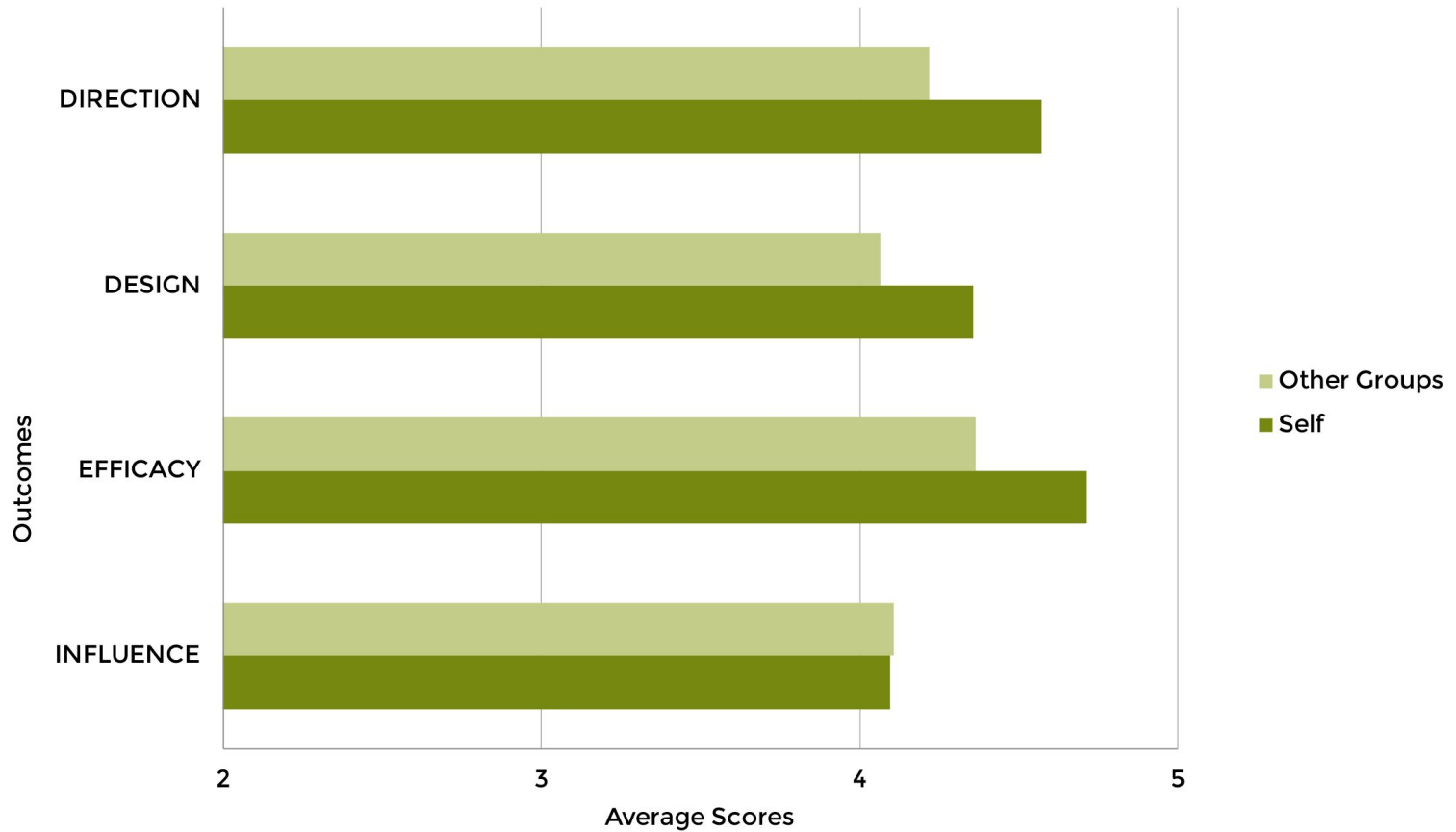
This graph shows the average scores of how others rated the group members and the group members' average self-assessments

Performance

There are many critical indicators for leaders success. In our research, leaders agreed that these four outcomes are essential:

Outcome	Definition
Influence	building strong relationships to enroll people.
Efficacy	generating useful results.
Design	managing a smooth workflow with and through people.
Direction	setting a viable, powerful vision.

Outcomes



This graph shows the average scores of how others rated the group members and the group members' average self-assessments

Critical Items



This graph shows the three questions with the highest and lowest ratings (considering only others' evaluation) . It may help clarify specific areas to leverage and manage.

Gaps



This graph shows the six questions with the highest gaps (between self and average of others evaluation). It may help clarify specific areas to leverage and manage.

Critical Items - reflection for the group

Low Scores

- What is “underneath” these concerns – the behavior, policy, fear, or doubt that makes this concern come up?
- What is the emotional impact of these concerns – the feels these engender?
- To what degree does leadership take ownership and responsibility for these concerns?
- How are these three issues impacting performance?
- What would it look like if these were resolved? (What would satisfy people in these areas?)
- What would be required to resolve these concerns?

High Scores

- Are these strengths?
- How are these strengths being leveraged now?
- How can leaders put these strengths in play more, and more often?
- Is there a relationship between any of these strengths and any of the challenges above?
- How can these strengths be used to address the challenges?
- How can these strengths be celebrated and recognized to add positive energy to the organization?

The Vital Signs Toolkit

The Vital Signs toolkit is published by [Six Seconds](https://www.6seconds.org), the global community working to increase emotional intelligence (EQ). We think the world would be a better place if a billion people were practicing EQ. So, we research and share best practices to do so – at work, school, and home.

www.6seconds.org

- LVS** Leadership Vital Signs: Insight on leadership effectiveness.
- TVS** Team Vital Signs: Identify opportunities and obstacles for optimal group performance.
- OVS** Organizational Vital Signs: Measure key indicators of organizational climate across the enterprise.
- EVS** Education Vital Signs: Assess school climate to create a shared vision of a connected, supportive learning environment.