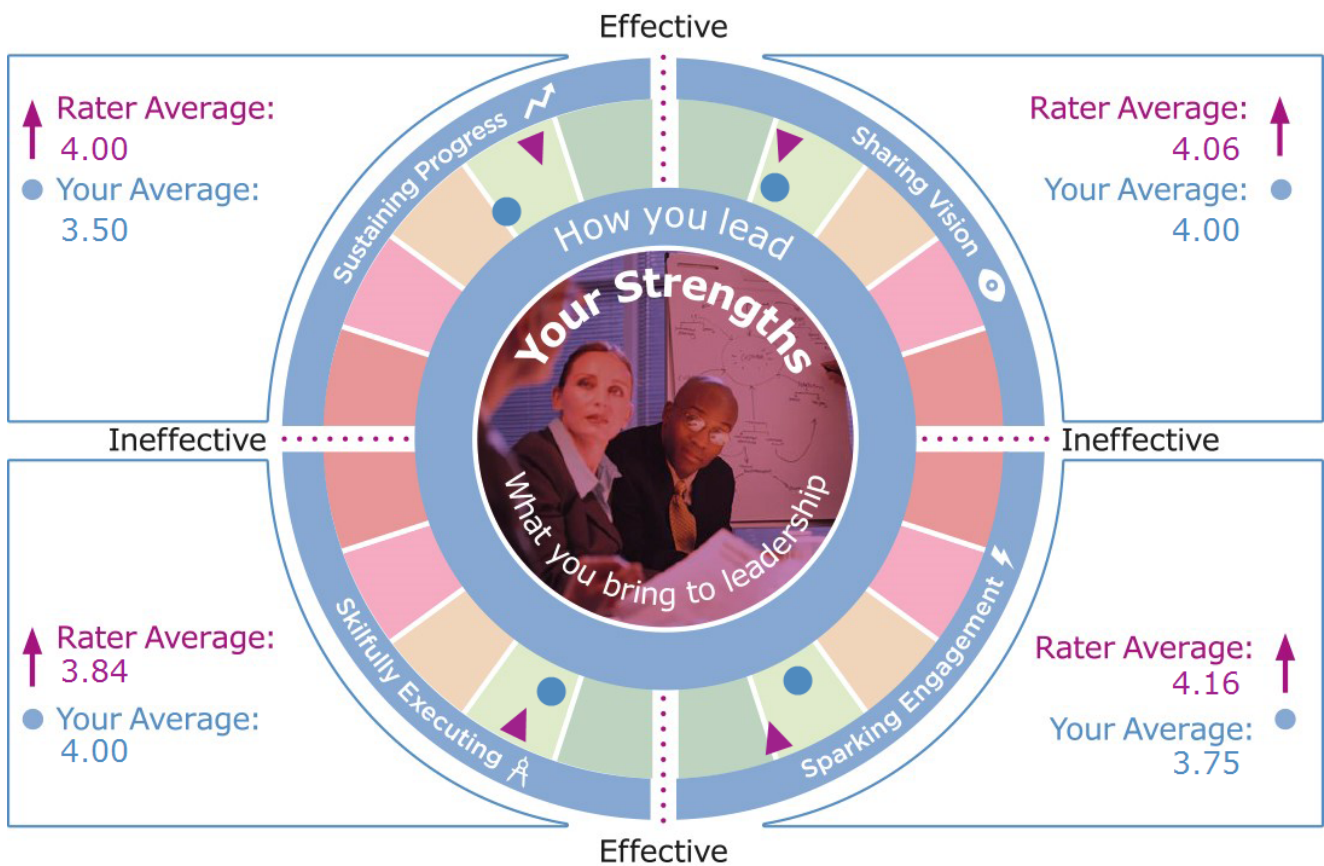


• Overall Snapshot

The diagram below shows raters' feedback on your performance across the 4 Leadership Habits. For each of the 4 areas, the dial shows whether your performance is rated Highly Effective (darker green) to Highly Ineffective (dark red). When interpreting this section and the subsequent graphs showing the detailed breakdown of the feedback for each leadership habit, it is important to focus on areas of strength and how you can further optimise these as well as areas in need of improvement.



Effectiveness	Description
Highly Ineffective	This is an opportunity for significant improvement. Explore ways to develop your strengths and skills through focused practice, training, coaching, mentoring and feedback.
Ineffective	This is an opportunity for improvement. Explore ways to develop your strengths and skills through focused practice, training, coaching, mentoring and feedback.
Neither Ineffective nor Effective	This is an area of inconsistent performance. Explore ways to develop your strengths and skills through focused practice, training, coaching, mentoring and feedback.
Effective	You are performing effectively. Build on your strengths and skills and stretch yourself to develop excellence in this area.
Highly Effective	You are already highly effective. Build on your strengths and skills and stretch yourself to maintain excellence in this area. Share your learning with other leaders/future leaders to improve their performance.