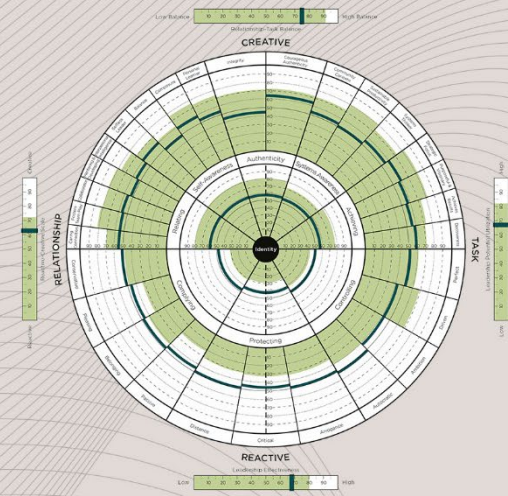




THE LEADERSHIP CIRCLE PROFILE™ 360 (LCP 360)



TARGET AUDIENCE

Leaders can take the LCP 360 at any time, and it can be taken repeatedly. It is best used at the beginning of a coaching engagement.

SPECIAL FEATURES

The most comprehensive leadership assessment available, The Leadership Circle Profile™ 360 connects a well-researched set of competencies with the underlying and motivating beliefs to measure the inner and outer attributes of leadership.

The Leadership Circle Profile™ 360 allows leaders to see how the relationship between patterns of action and internal assumptions drives their behavior.

Integrated information instantly brings essential information to the surface, allowing leaders to see where they stand in comparison not only to those with whom they work, but also to a global leadership database.

Additionally, the LCP 360 can be interpreted instantaneously, allowing leaders to see what is working, what is not, and why.

OUTPUT

Leaders will receive a debrief that highlights:

- Relative percentile score across 29 dimensions
- Verbatim comments
- Summary dimensions of key patterns:
 - Leadership Effectiveness
 - Reactive – Creative Balance
 - Relationship – Task Balance
 - Leadership Potential Utilization

WHY ASSESSMENTS MATTER



The Latest Leadership Research

Instead of accepting conventional thought that our development stops when we hit our twenties, there is a growing body of compelling research on **development across the lifespan**, and particularly in leadership. When applied to a business setting, this approach shows why leaders today need greater and greater capacity to create open, fluid, focused, and results-oriented organizations.



A New Generation of 360

Effective, evolving leadership takes conscious effort and that begins with awareness. A 360 assessment is a powerful tool for supporting **leadership development through awareness**. These assessments gather feedback from all levels of an organization – bosses, peers, direct reports, and other associates, to better evaluate a leader's skills, influence, effectiveness, and other competencies. Leaders learn how they are perceived and can then compare it to the way they see themselves as a leader.



Both an Assessment Tool and a Model of Leadership Behavior

The Leadership Circle Profile™ 360 is the only 360 assessment that measures both **Creative Competencies** and **Reactive Tendencies**, the inner and outer aspects of leadership. Leaders gain insight into how they are perceived, including strengths and limitations enable or constrain their leadership effectiveness.

For further information about this assessment, please email info@sparksgrp.com.

www.sparksgrp.com