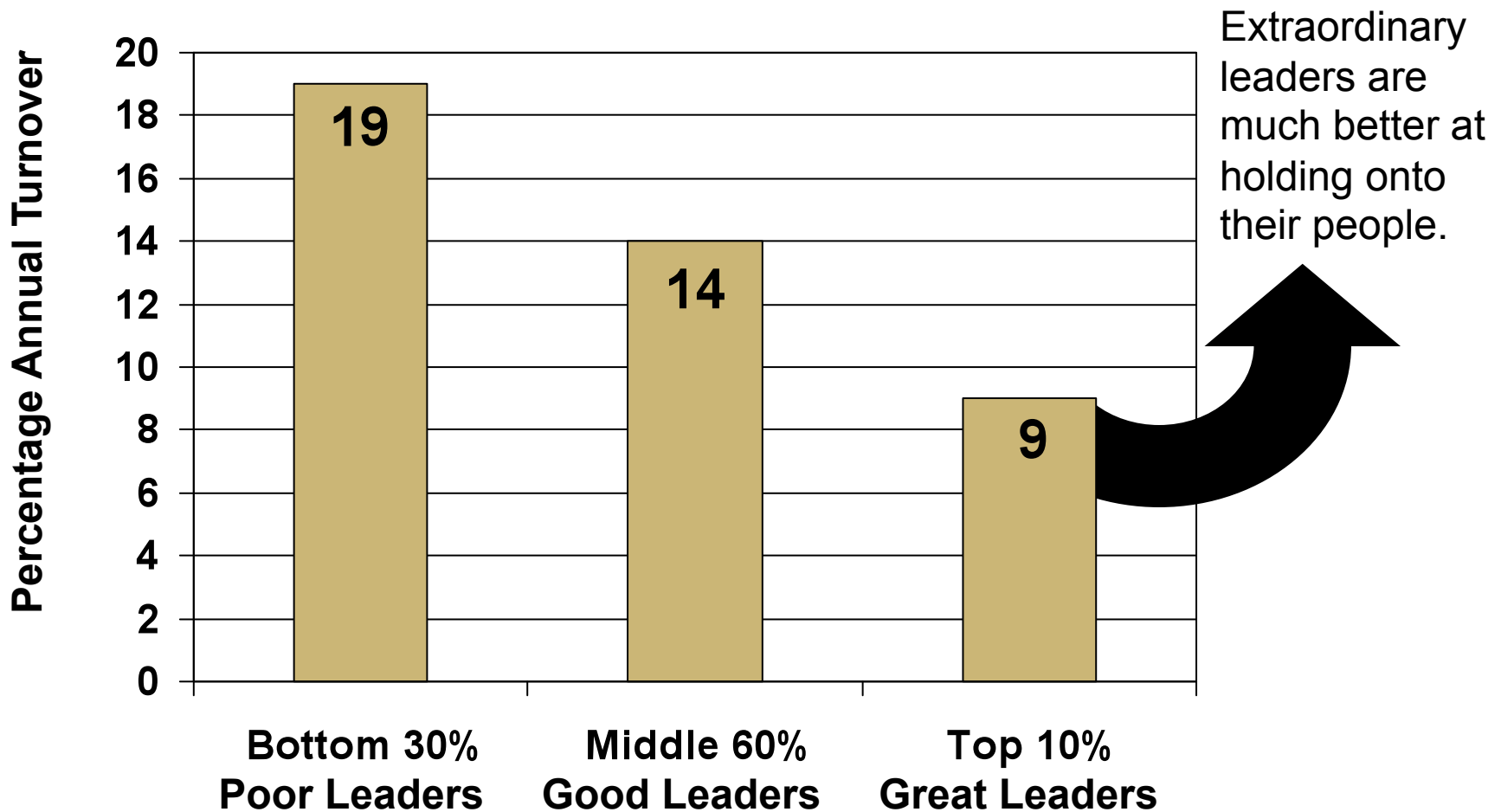




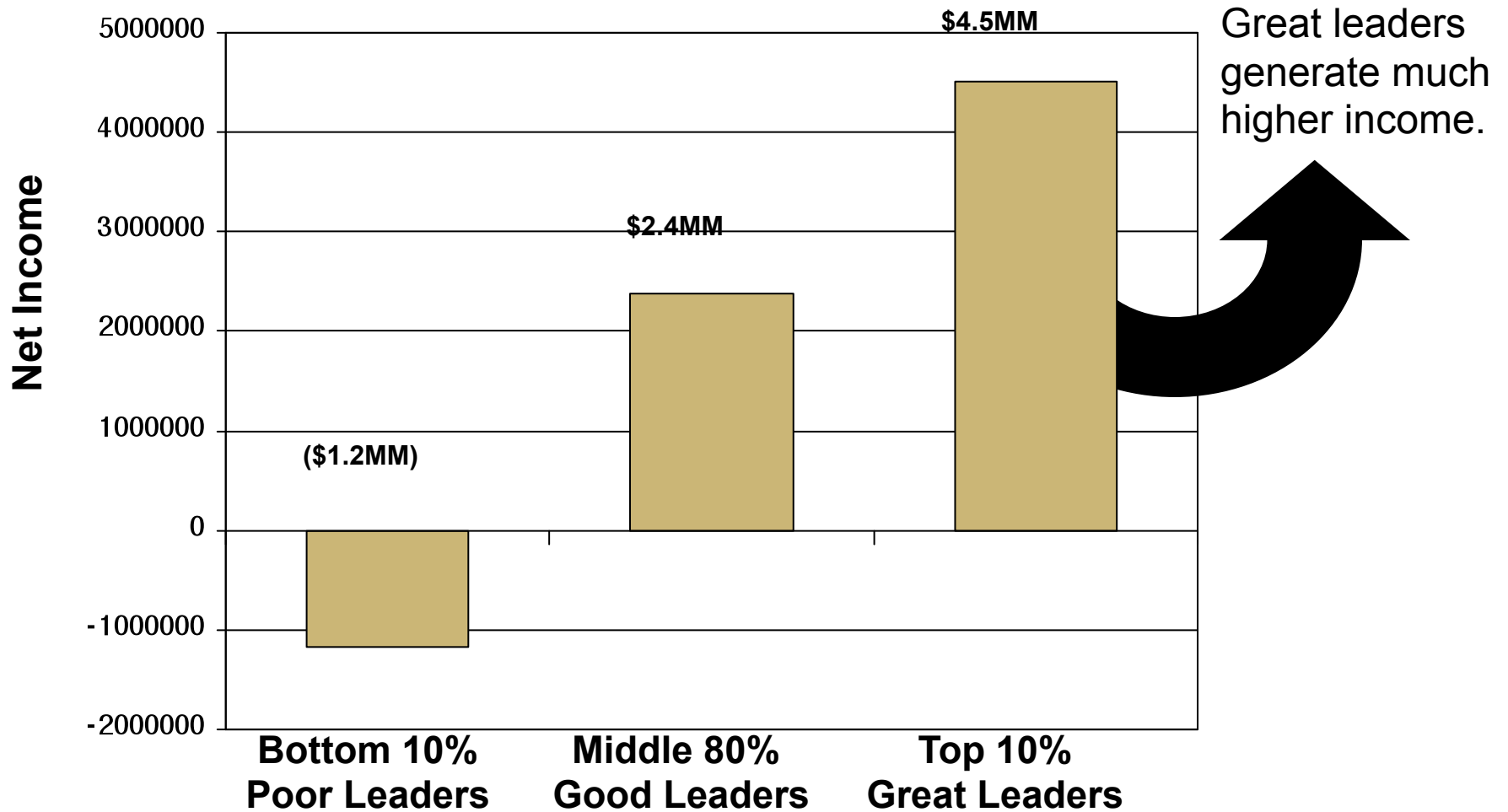
**Good does not equal great—
and your organization needs
you to be great.**

Leadership vs. Turnover



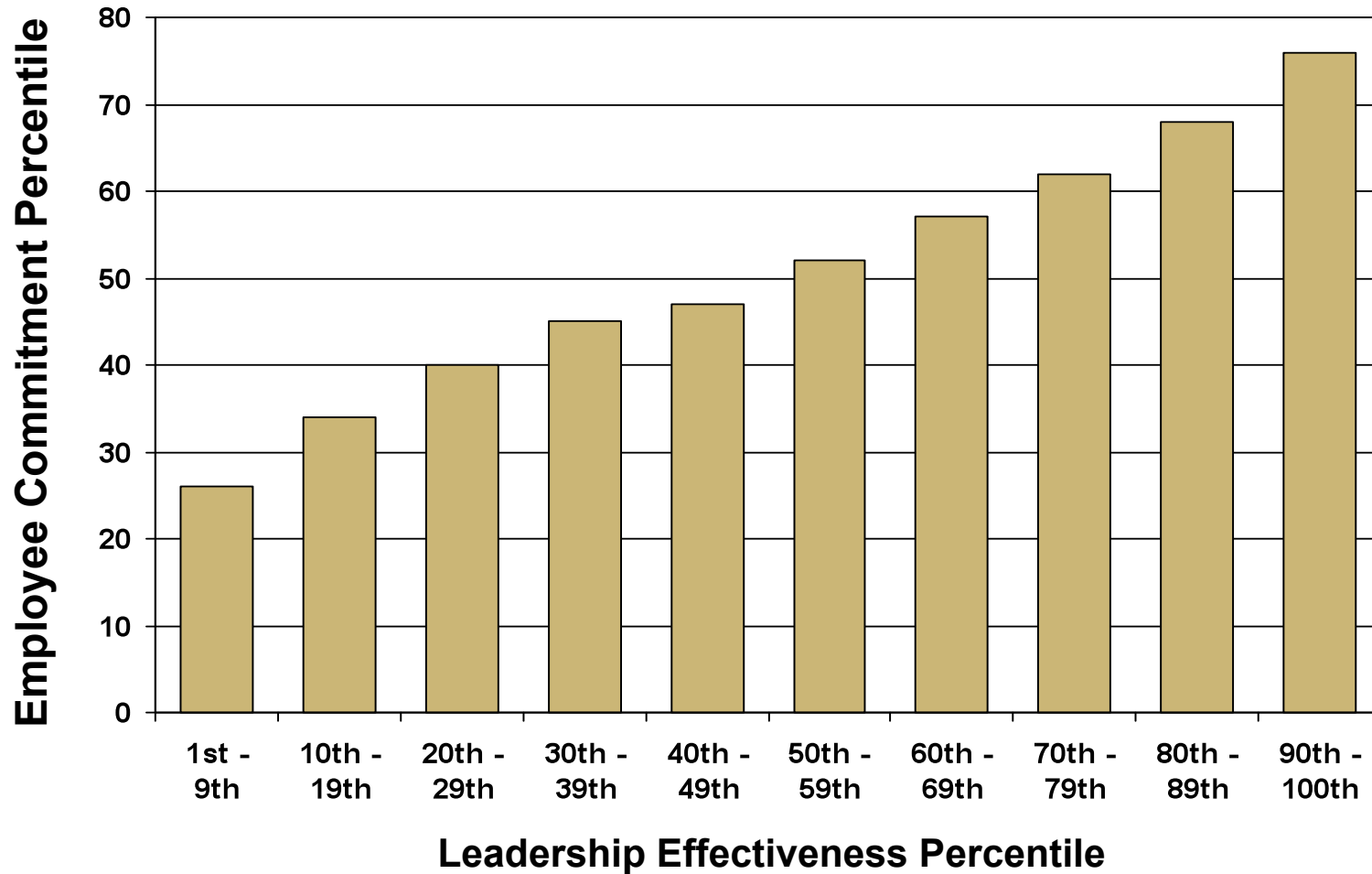
Insurance Company Call Center

Leadership vs. Net Income



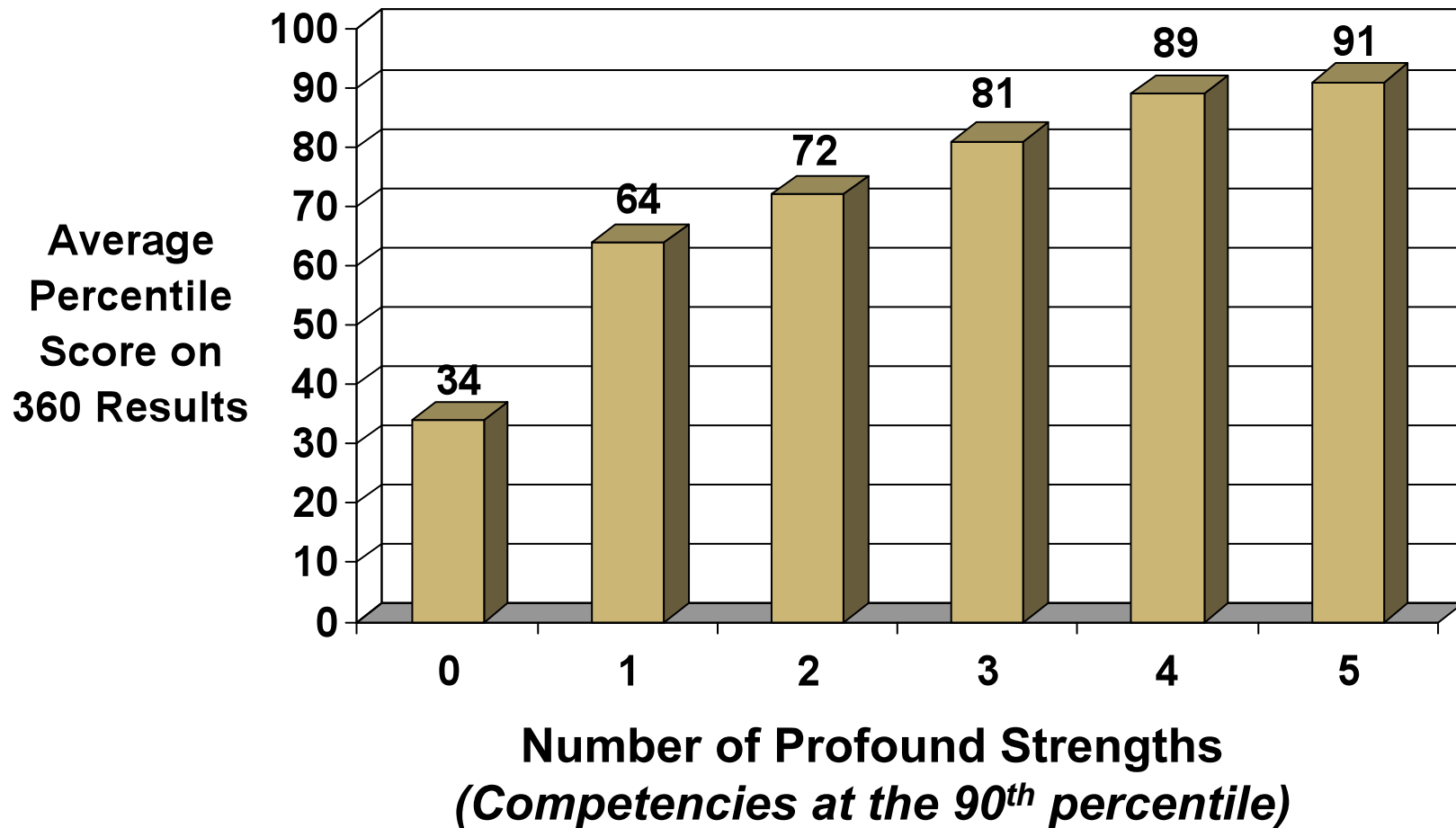
Mortgage Bank Branches

Leadership Effectiveness vs. Employee Commitment



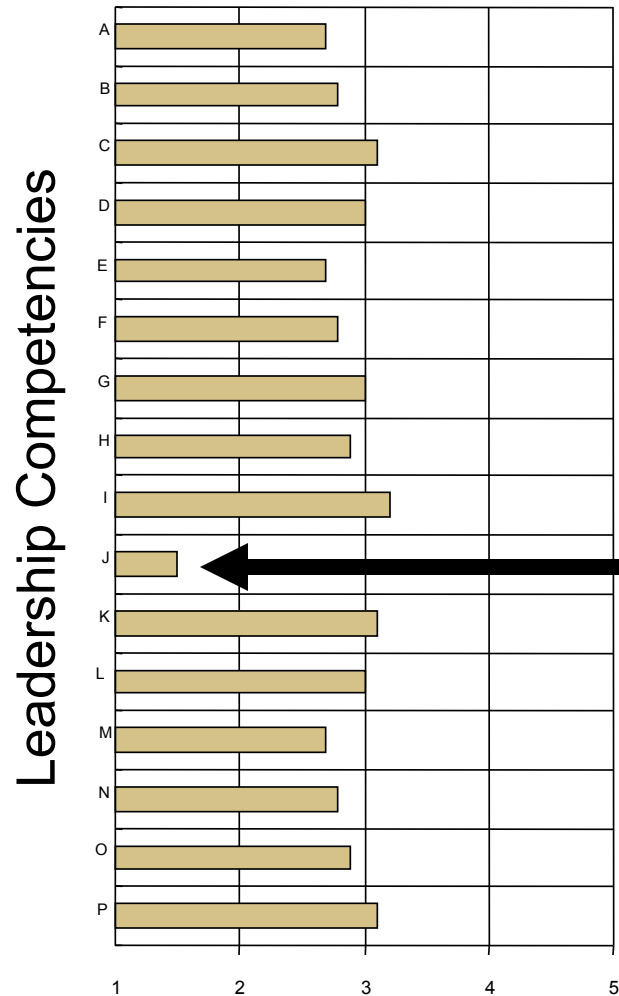
9,036 Leaders Across Multiple Industries

Three Strengths Raises Leadership Effectiveness to the 81st Percentile



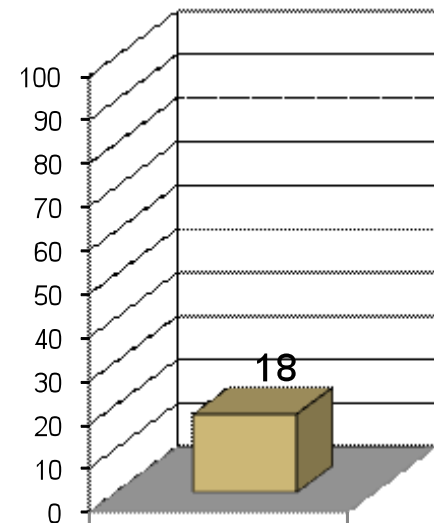
Focusing Development on Weaknesses Works Well When. . .

. . . People Have Fatal Flaws



Strong negative data on an issue can neutralize a person's leadership effectiveness

Overall Leadership Effectiveness (Percentile)



Fatal Flaws & No Profound Strengths