



# LEADERSHIP INSIGHTS Feedback

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# Introduction



## This Assessment

The Leadership Insights assessment provides participants with scenarios which portray challenging situations that might leaders face at work. Each scenario is followed by a series of items which represent ways in which leaders could respond to the situation. Participants must then rate the effectiveness of each response.

It measures task and people requirements of leadership roles at a high-level as well as the underlying behavioural areas associated with Thinking, Achieving, Empowering and Directing clusters as outlined in the list below:

		Behavioural Areas
Task Requirements	Thinking Cluster	<p><b>Acquiring Info:</b> Gathering a rich variety of information from many different sources about events. This includes seeing issues from many different perspectives to compare options prior to taking action.</p> <p><b>Generating Ideas:</b> Linking information to form new ideas that explain the underlying sequences and causes of events This includes both creative and analytical thinking that leads to future productivity.</p>
	Achieving Cluster	<p><b>Proactivity:</b> Designing implementation plans and outlining actions and responsibilities. Plans are produced in anticipation of needs rather than as a reaction to situational demands.</p> <p><b>Continuous Improvement:</b> Setting goals and targets and monitoring progress to improve performance. Targets are focused on adding value for the customer and improving organisational outcomes.</p>
People Requirements	Empowering Cluster	<p><b>Emotional Awareness:</b> Recognises own emotions as well as the emotions of others. Can regulate their own emotions and can influence the emotions of others in a positive way as required. Makes people feel valued and respected.</p> <p><b>Teamwork:</b> Encourages teamwork and cooperation, goal alignment, flexibility and a willingness act across functional boundaries. Provides staff with the resources, training and feedback to develop their capability.</p>
	Directing Cluster	<p><b>Confidence:</b> Making your stance on issues clear and securing the support of those around you. Uses persuasive arguments and the goals and interests of others to build support for ideas.</p> <p><b>Presence:</b> Comportment and poise that contributes to follower alignment. Makes effective and concise presentations and establishing effective communication processes.</p>

This report consists of an overall score and several sub-component scores. The overall score is the most important. Sub-components of Leadership Insights represent potential reactions to, and knowledge about, the specific situations described by the scenarios. They should be considered merely as parts that contribute to the overall score. For substantive decisions, the overall score should take precedence over individual sub-component scores.



## This Report

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The purpose of this report is to provide you with insights into your likely behaviours. It includes a summary of your potential strengths and challenges and outlines possible coaching and development actions for you to explore. This report is confidential to you and therefore, it is at your discretion who you chose to share it with.

This report presents an indication of your behaviour only. As such, we encourage you to think about these insights in the context of other relevant information you know about yourself (i.e., your actual experience, interests, and skills).



## Private and Confidential

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This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn.



## Waiver

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Leadership Insights is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.



## Your Results Indications

### Task Requirements

#### Thinking Cluster

##### Acquiring Info

- Your responses suggest that you have an average score on the "Acquiring Info" behavioural area.
- You are likely to perform as well as most in roles that require gathering information from multiple sources and using that information to generate effective solutions.
- You are as likely as most to integrate intelligence from multiple sources and compare options before taking action.

##### Generating Ideas

- Your responses suggest that you have an average score on the "Generating Ideas" behavioural area.
- You are likely to perform as well as most in roles that require reaching conclusions that go beyond obvious explanations and integrating new insights.
- You are as likely as most to foster and reward innovation and exploration of ideas.

#### Achieving Cluster

##### Proactivity

- Your responses suggest that you have an above average score on the "Proactivity" behavioural area.
- You are likely to perform more effectively than most in roles that require producing plans and defining responsibilities.
- You are more likely than most to be effective at considering multiple demands, stakeholders and contingencies.

##### Continuous Improvement

- Your responses suggest that you have a slightly above average score on the "Continuous Improvement" behavioural area.
- You are likely to perform as well as most in roles that require setting goals and monitoring progress against those targets.
- You are as likely as most to be effective at driving performance and improvements.

People Requirements	
Empowering Cluster	
<b>Emotional Awareness</b>	<ul style="list-style-type: none"> <li>Your responses suggest that you have an average score on the "Emotional Awareness" behavioural area.</li> <li>You are likely to perform as well as most in roles that require recognising your and others' emotions.</li> <li>You are as likely as most to learn about others and influence their emotions in a positive way.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>Your responses suggest that you have an above average score on the "Teamwork" behavioural area.</li> <li>You are likely to perform more effectively than most in roles that require working with others across functional boundaries and from diverse backgrounds.</li> <li>You are more likely than most to be effective at fostering inclusion and developing team members' capabilities.</li> </ul>
Directing Cluster	
<b>Confidence</b>	<ul style="list-style-type: none"> <li>Your responses suggest that you have an above average score on the "Confidence" behavioural area.</li> <li>You are likely to perform more effectively than most in roles that require presenting a clear and confident stance on issues.</li> <li>You are more likely than most to be effective at generating confidence in others through your personal self-belief.</li> </ul>
<b>Presence</b>	<ul style="list-style-type: none"> <li>Your responses suggest that you have a slightly above average score on the "Presence" behavioural area.</li> <li>You are likely to perform as well as most in roles that require projecting authority and adapting your communication style.</li> <li>You are as likely as most to be effective at using your interpersonal style to make a strong impact on others</li> </ul>