TALENT INNOVATIONS

THE LEADERSHIP COLLECTION

SAMPLE REPORT

Logan Webb

08 Aug 2025

SELF 1 | MANAGER 1 | PEER 3 | REPORT 3 | OTHER 3

INSPIRING EXECUTIVE

Private & Confidential

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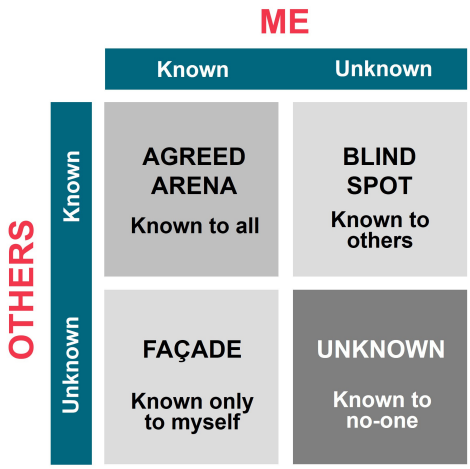
Your profile

Thank you for participating in your Inspiring Executive survey. The ratings provided by you and your raters are shown in this report for your review, reflection and understanding. Please take this opportunity to see how others see you and to understand how you have recently been expressing yourself as a professional.

In discussion with your facilitator, you will find that you learn where others see you differently from how you see yourself. You may see where you have strengths and can utilise your stronger areas further. At the same time you may discover where you have:

1. a facade - an aspect over which you are misleading others into thinking you are better or worse than you really are,
2. a blindspot - an aspect only others see,
3. an opportunity to stop doing things you are currently doing but should not, and/or
4. a suggestion to do things you could easily start to do but you do not.

Expanding your understanding of how you are being portrayed to others will empower you to understand better your current impact and power at work. Once you have explored why your behaviours are perceived in this way you will be able to create possibilities for yourself in the future for personal and business success.



Johari Window

Understanding the rating scale

When you see values in the remainder of the report, they are based on the following numerical meaning of the scale used in the questionnaire:

1	2	3	4	5	N/A
Poor	Fair	Satisfactory	Good	Excellent	Not applicable

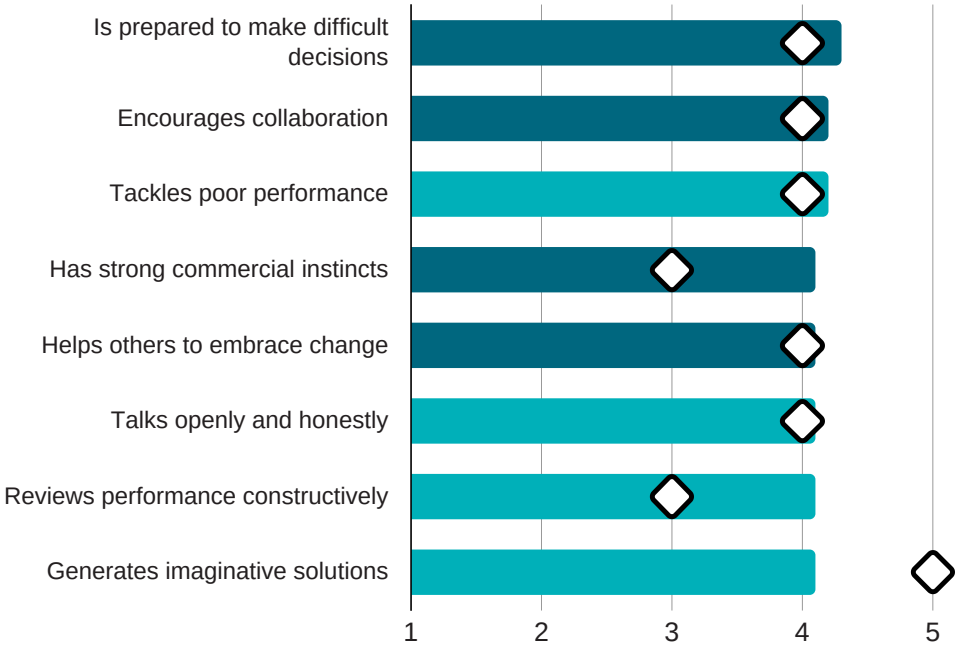
The Model for Inspiring Executive

Your reviewers have given feedback on 15 competencies linked with effective leadership at a senior level.

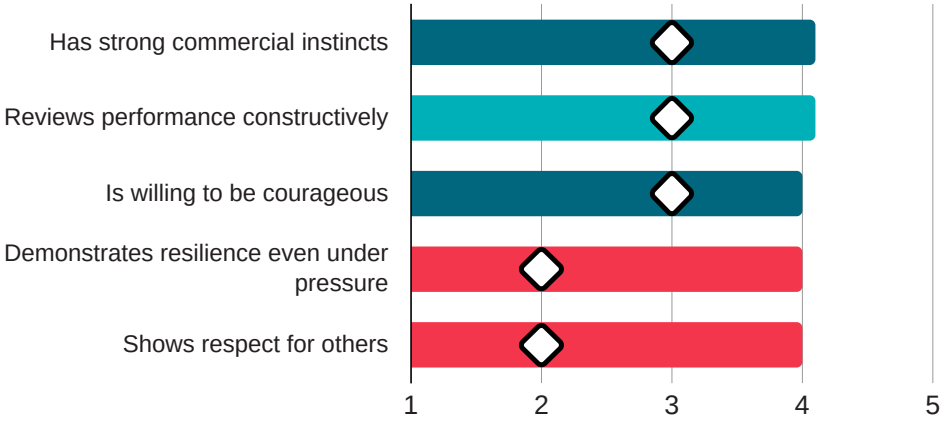
'Inspiring Executive' is the Talent Innovations generic senior leadership model based on 15 years of work with Executive level managers and a full analysis of 360 data from over 15,000 reviews of 1,400 leaders in the private sector. Derived from factor analysis, the model focuses on aspects of leadership particularly relevant for the more senior levels - their commercialism, strategic judgement and visions for the future as well as their abilities to drive change and manage key stakeholders. Impact on the growth development culture is included, as well as aspects of integrity and compliance.

Your highlights and hidden strengths

Below are your **highest-rated behaviours**, as produced from all of your raters excluding yourself. Your own ratings are marked with a diamond for comparison. If any comments exist for these questions, they can be found at the end of the document.

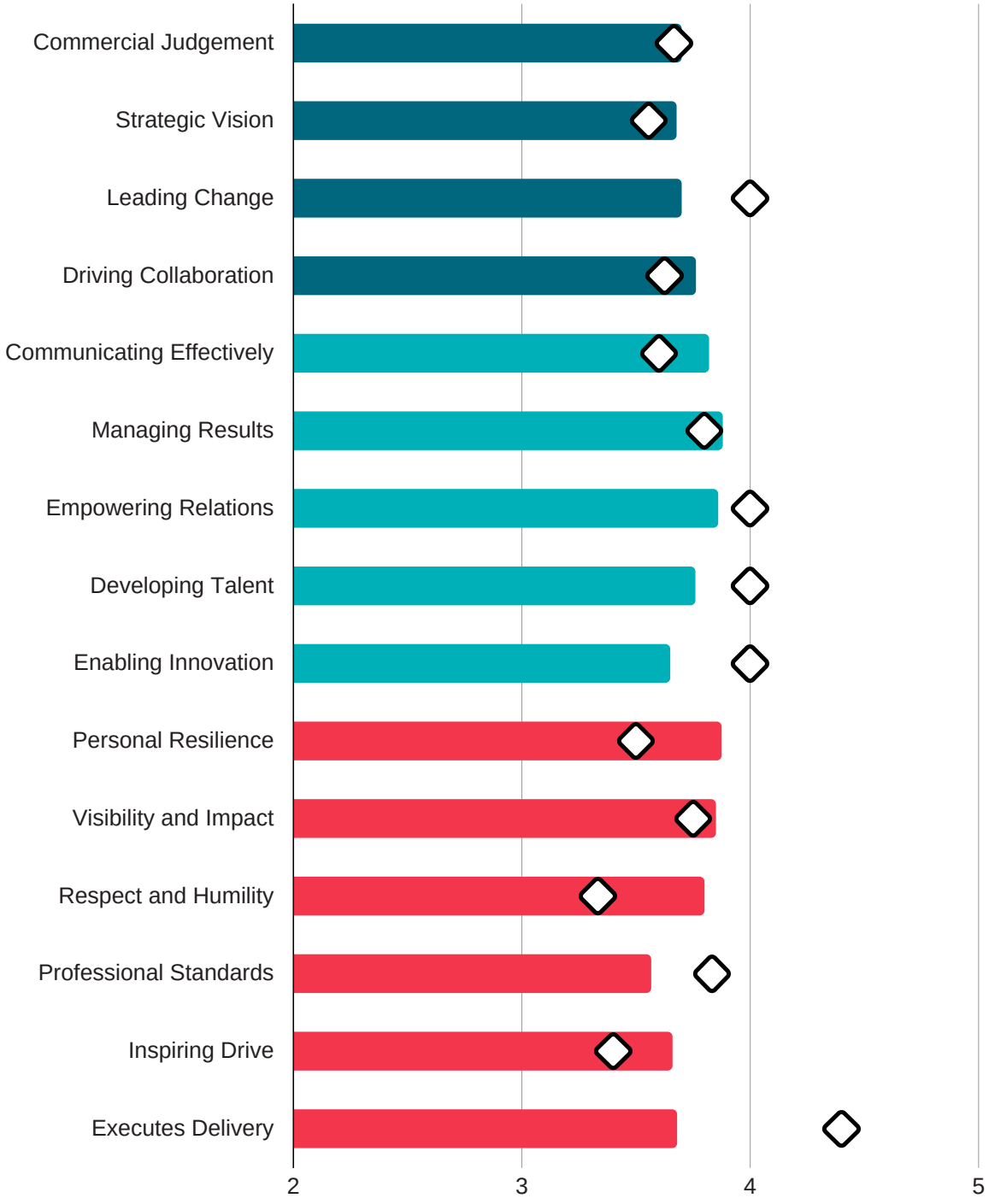


And below are your 'hidden strengths' - where your raters gave you **relatively higher scores than you gave yourself**.



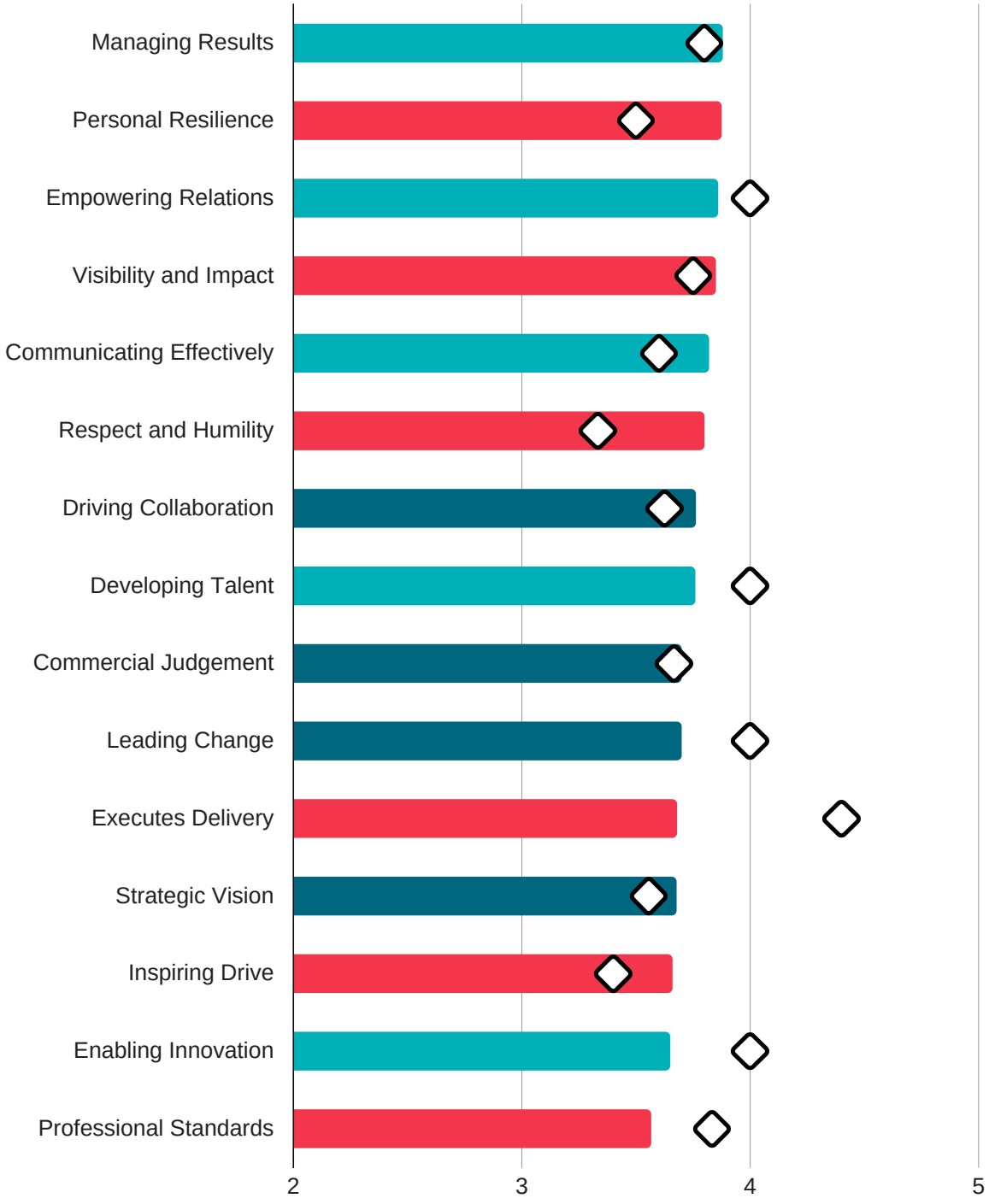
Your competency results

Below you will see the average score of all ratings given under each competency. The diamond shows the average rating that you have given yourself, while the bars show the average rating given by everyone else who responded.



Your ordered competency results

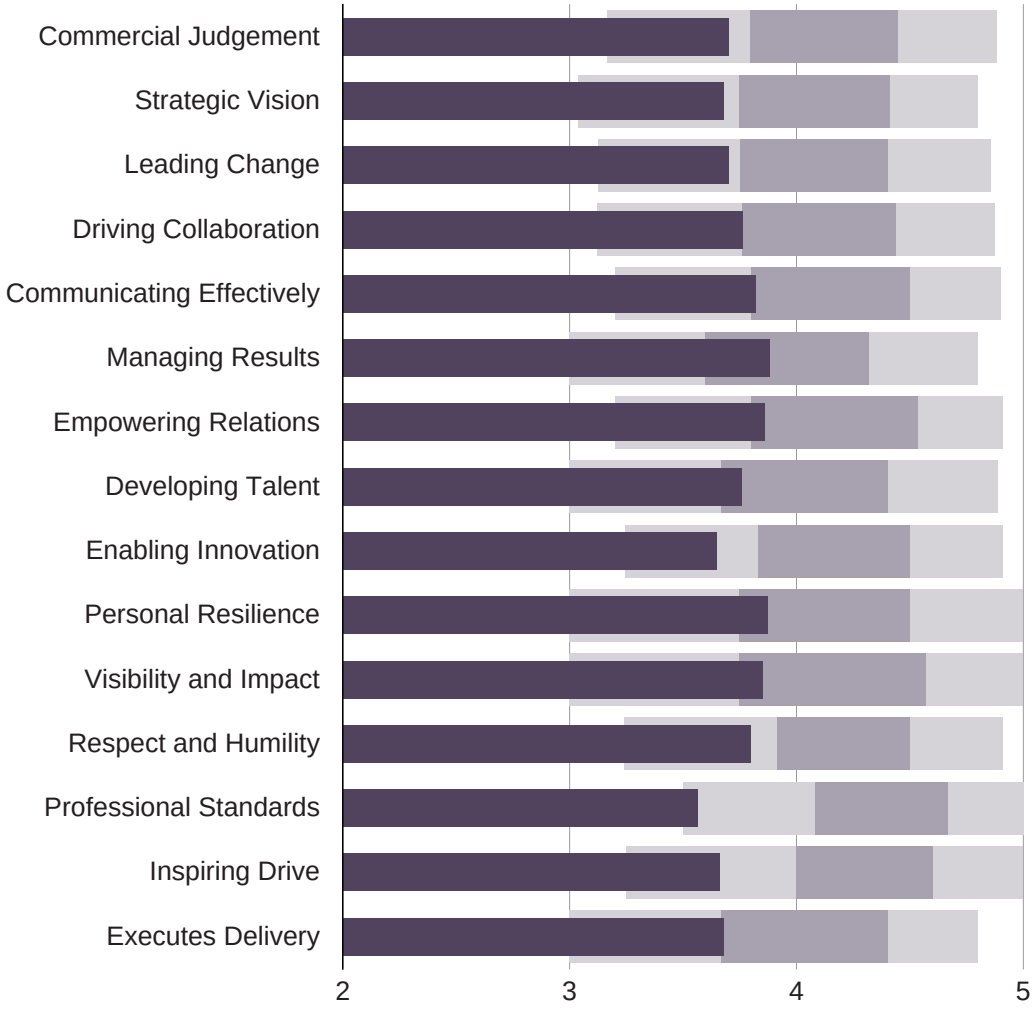
Below you will see the average score of all ratings given under each competency, in decreasing order. The diamond shows the average rating that you have given yourself, while the bars show the average rating given by everyone else who responded.

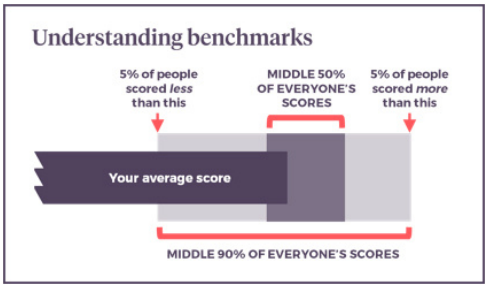


Benchmark comparison

This shows how your *current* ratings compare with the average scores across other people.

The bars show the average score from your colleagues, whilst the blocks behind the bars indicate the distribution of scores seen across *all* individuals who have completed this 360 degree feedback model.

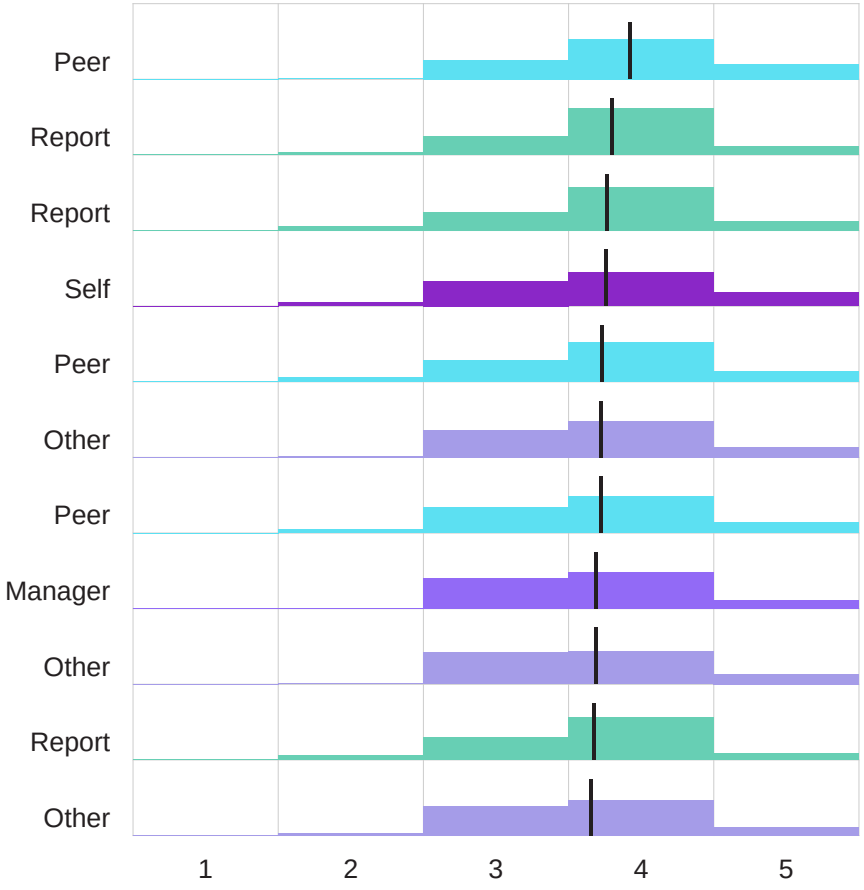




Understand your raters

How are you seen differently by those you have chosen to rate you?

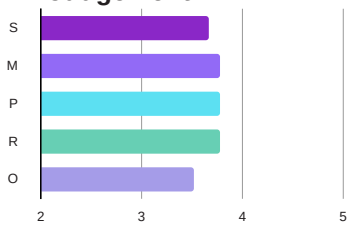
The shaded blocks on these graphs illustrate the distribution of ratings provided by your raters, in order of highest to lowest average. The line in the middle of the shaded area is the average rating given by that rater.



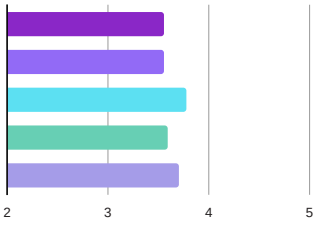
Competency breakdown

The graphs below show, for each competency, your average rating from each of the rater groups.

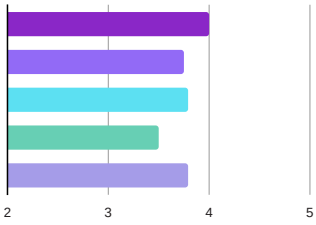
Commercial Judgement



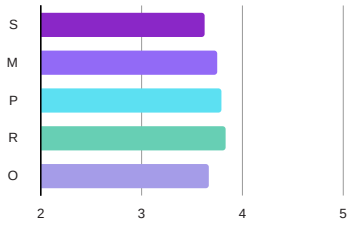
Strategic Vision



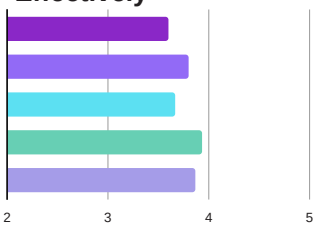
Leading Change



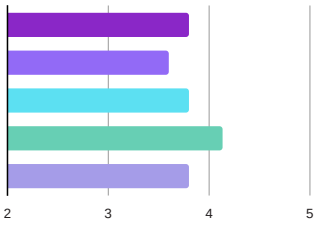
Driving Collaboration



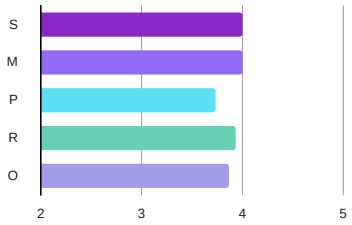
Communicating Effectively



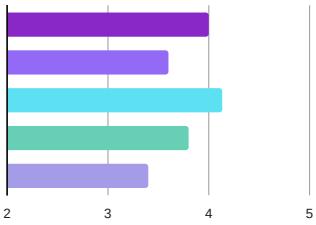
Managing Results



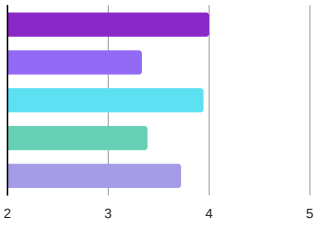
Empowering Relations



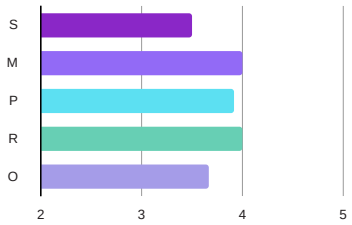
Developing Talent



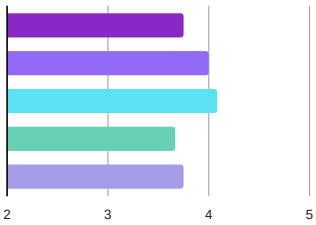
Enabling Innovation



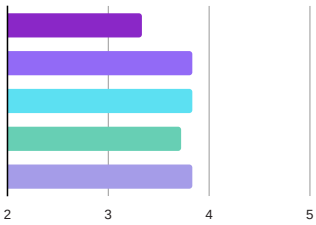
Personal Resilience



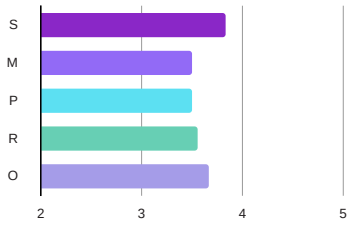
Visibility and Impact



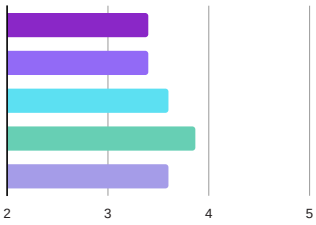
Respect and Humility



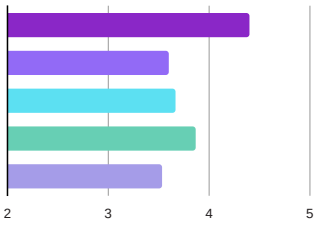
Professional Standards



Inspiring Drive

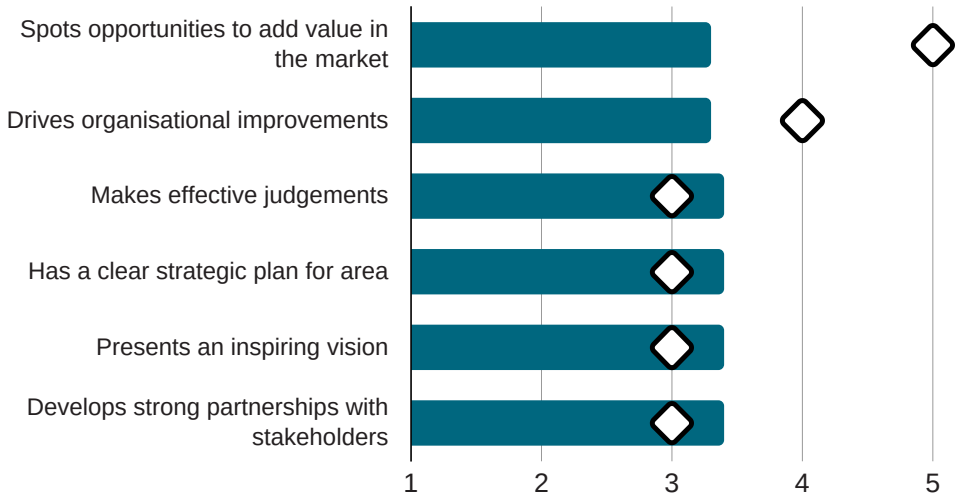


Executes Delivery

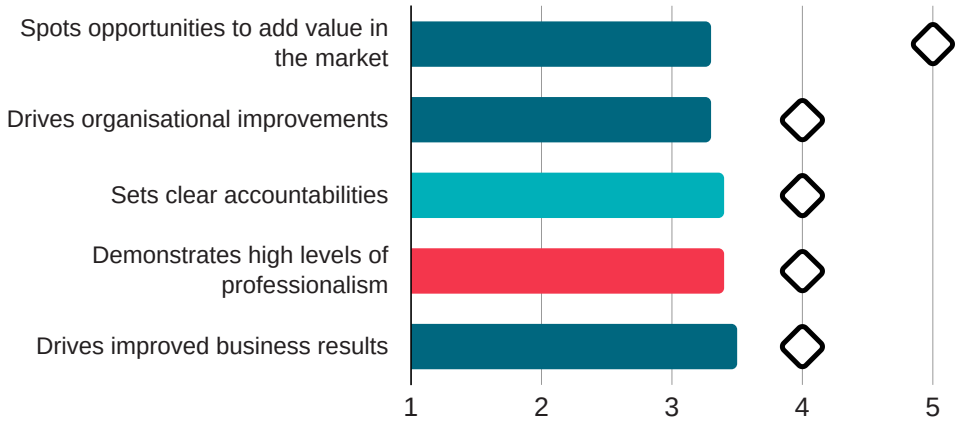


Your lowlights and potential blind spots

Below are your **lowest-rated behaviours**, as produced from all of your raters excluding yourself. Your own ratings are marked with a diamond for comparison. If any comments exist for these questions, they can be found at the end of the document.

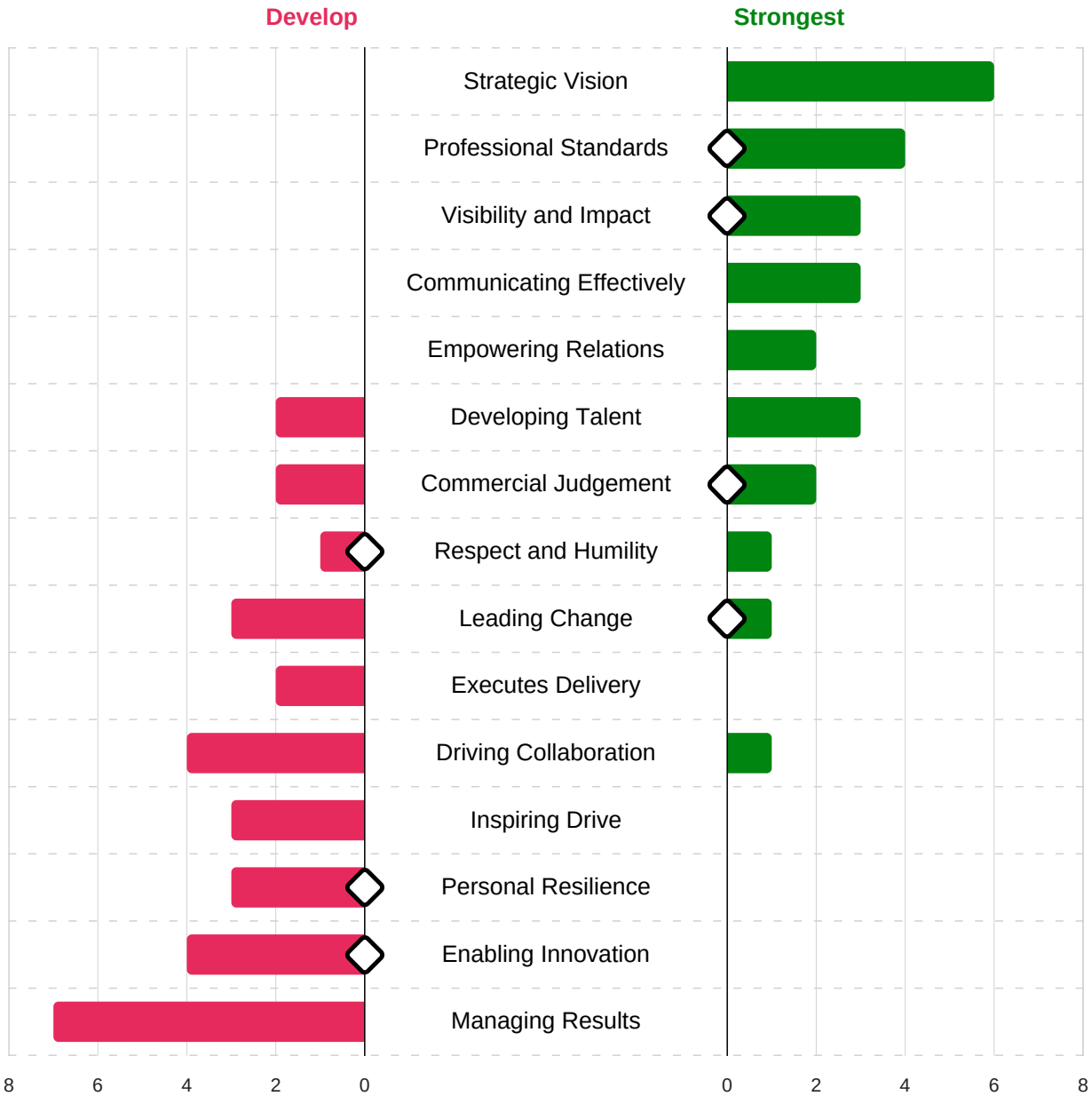


And below are your potential 'blindspots' - where your raters **gave you relatively lower scores than you gave yourself**.



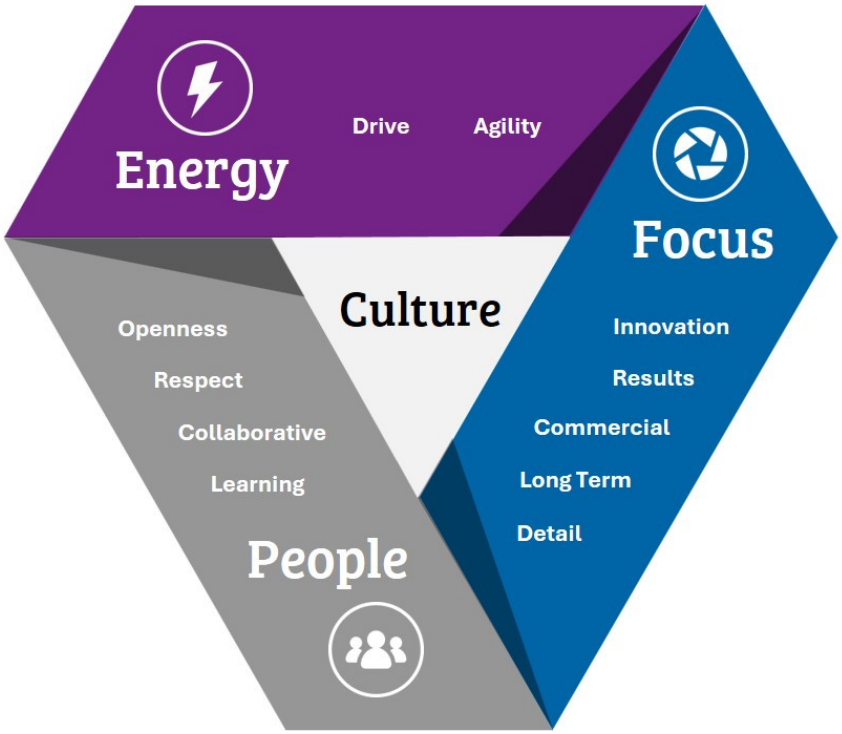
Your strengths and development areas

Your reviewers were asked to choose 2-4 strengths and 2-4 areas for development from the list of competencies, and the results are below. The bars show **how many of your raters** chose each competency and the diamonds show your own choices.



The Inspiring Executive Culture Model

Your results have been mapped against a model of organisational culture comprising 11 dimensions:



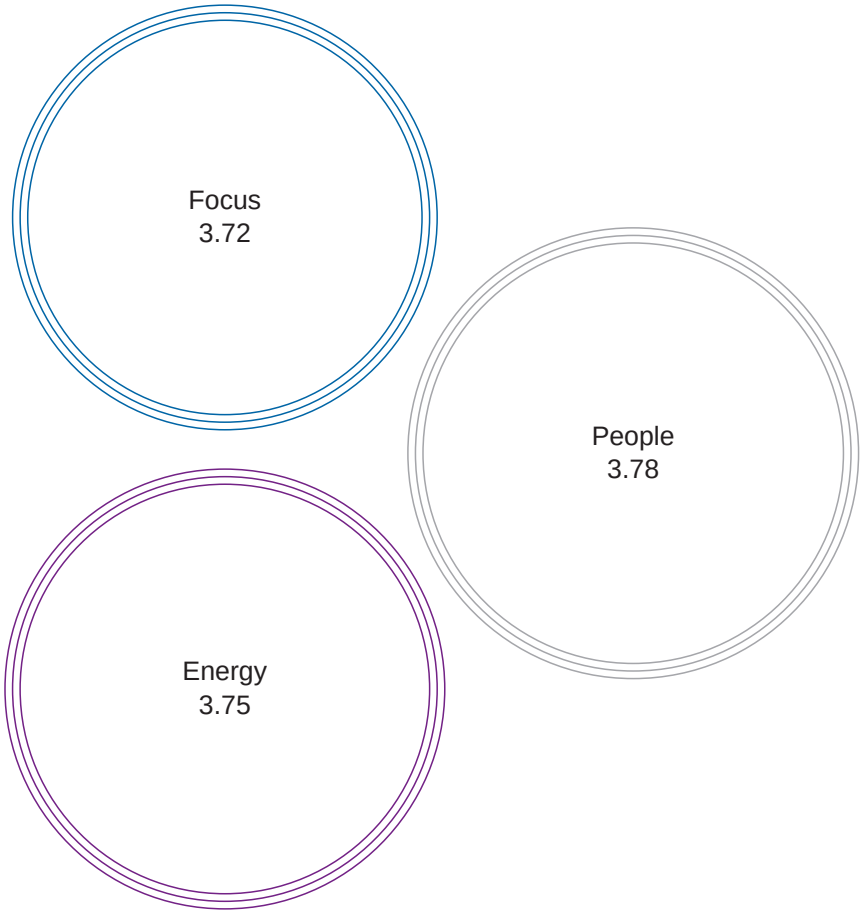
As a senior leader your behaviour can have a profound impact on others and on the organisation as a whole.

Your drive and determination as a leader will have an impact on the energy in the organisation. How agile, bold and open to change you are will impact the responsiveness of others. Where your attention is directed will encourage others to focus on changing things, on delivering results, on commercial matters and/or on the long term issues. Your trust and openness with people will encourage others to respect and respond positively.

This 'Inspiring Executive Culture Model' is the generic Talent Innovations framework used to see which of the behaviours included in the 'Inspiring Executive' map across to common dimensions of organisational culture. Ten models of organisational culture were reviewed and analysed and those aspects of culture that can be seen, through statistical analysis, to correlate with individual leadership behaviours are included.

How you measure against the cultural domains

These circles give an insight into how your behaviour may be impacting others and the organisation as a whole, your potential "cultural impact". The sizes of the circles are calculated from your reviewers' responses to questions that map onto one of three cultural domains. These domains are further defined into eleven dimensions, as illustrated on the following page.



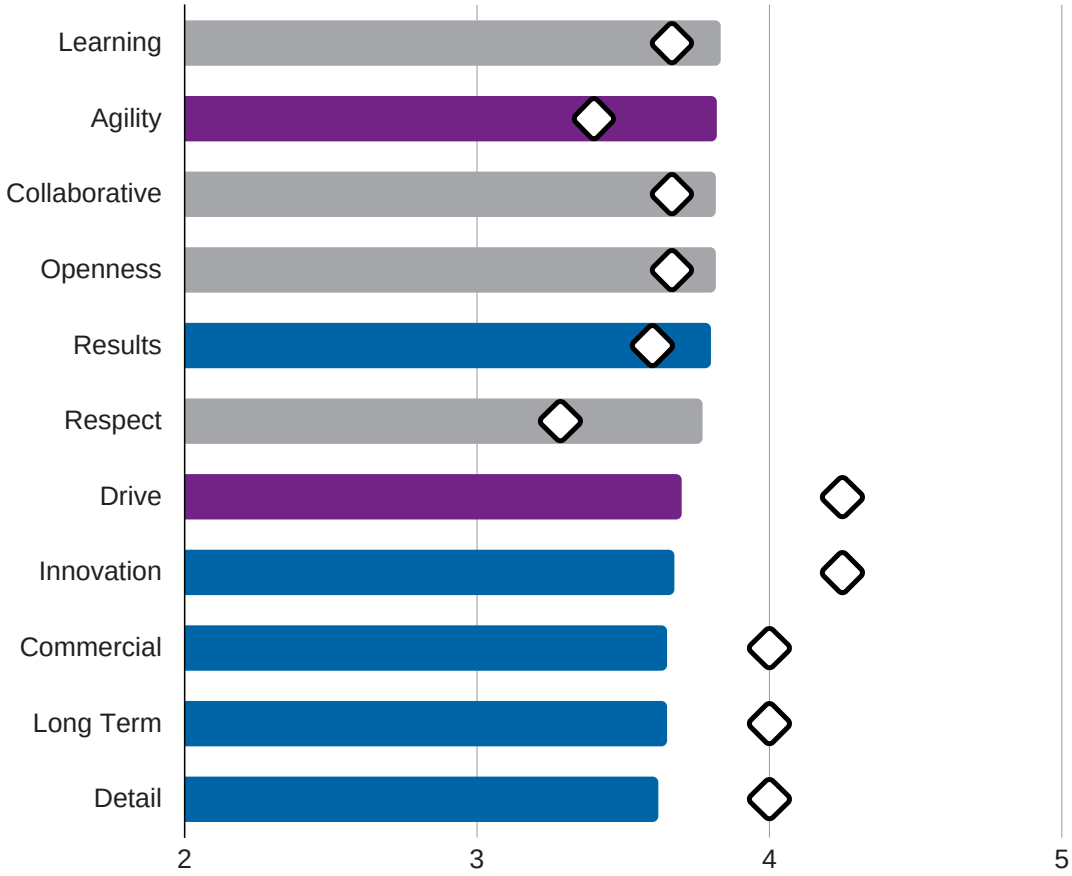
People: Strength in this domain implies that you will be encouraging others to be respectful and open with each other. You are likely to champion a supportive and people-centred culture.

Energy: Strong "energetic" ratings indicate a drive and thrust that will infect others. You will inspire and energise the organisation and be a motivational force.

Focus: High levels of "focus" will likely mean you will bring a concentration on results and detail to the organisation. You will bring a commercial determination to those around you.

How you impact others and your organisation

Your unique impact on the organisation can be seen on the chart below. High ratings indicate where and how you may be positively impacting others around you and the organisational culture itself.



High ratings indicate your potential to impact as follows:

Drive: Energising, stimulating a driven culture
Agility: Bold decisiveness, encouraging a propensity to change

Innovation: Championing new and imaginative methods
Results: Ensuring an uncompromising focus on results
Commercial: Encouraging a strong commercial orientation
Long Term: Bringing the long-term perspective
Detail: Maintaining a professional and ethical consciousness

Openness: Communications encouraging a feedback culture
Respect: Generating a mature and inclusive environment
Collaborative: Ensuring non-silo working and partnership approach across teams
Learning: Encouraging a growth mindset and a learning culture

Your initial thoughts

What are you currently working on to improve?

Praesent condimentum lacus non nibh ultricies, auctor cursus massa ornare.

How can you increase your current effectiveness?

Pellentesque a ipsum ut turpis porta blandit a sit amet augue.

Your raters' thoughts and comments

What do you think they are particularly good at?

Curabitur eget arcu sit amet nunc bibendum gravida.

Phasellus vel eros at velit euismod consectetur.

Maecenas ut erat ut turpis volutpat euismod.

Vivamus porta nibh ut gravida cursus.

Vestibulum ut orci et velit sagittis viverra.

Pellentesque id sem vel tellus tempus varius.

Donec non quam at dolor posuere tempus.

Ut id erat feugiat, ultricies velit ut, consequat lectus.

How can they increase their current effectiveness?

Nulla posuere tortor sed nisl consectetur, quis dictum orci ornare.

Aliquam id risus non augue finibus vulputate lacinia vel leo.

Vestibulum consequat libero porttitor, consectetur dui ac, efficitur felis.

Aenean eget turpis porttitor, consequat velit ac, mollis libero.

Pellentesque vel massa a ante maximus aliquet nec quis enim.

Nam vulputate odio ut magna laoreet, eget consequat leo malesuada.

Phasellus venenatis est faucibus, commodo metus tincidunt, suscipit ex.

Aenean id nunc a purus tincidunt faucibus.

Now what are your thoughts?

What conclusions do you draw on:

1 Your relationships with your raters?

2 Your blind-spots (i.e. aspects of your behaviour you have not been aware of before now)?

3 What you are particularly good at?

4 What you are not so good at?

Areas for focus - translating issues into intentions

The steps described on this page reflect recent learnings from the field of behavioural neuroscience. By taking these simple steps the evidence shows that you will significantly increase your chances of achieving real improvements in your performance.

Which areas would you like to focus on?

Write out the specific behaviours or general areas that you want to improve. In choosing these areas, balance your current performance against the things that are important for your current role and for your future career.
E.g. Get distracted at work and go off track

1

2

3

Positive action statements

Take each area one at a time and describe how you would like to 'be' in the future, by defining one or more "If...then..." statements for that area.
E.g. If I get distracted by details, then I will ignore the distraction and focus on the job in hand

1

2

3

What will work be like if these areas change?

Visualize what it is going to be like for you and for others at work if these areas shift as you would like. Describe in a sentence as clearly and specifically as you can what will be happening and how you will feel.
E.g. I will get important jobs done quicker, and my colleagues will appreciate my focus and delivery of work at speed

1

2

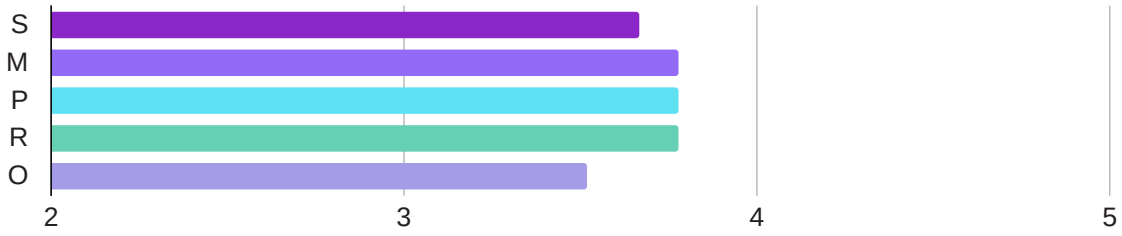
3

Question responses

Question responses - Leading The Business

Commercial Judgement

	S	M	P	R	O
Demonstrates sound budget management	3.0	5.0	3.3	3.7	3.7
Drives improved business results	4.0	4.0	3.3	3.7	3.3
Has strong commercial instincts	3.0	3.0	4.7	4.3	3.7
Identifies commercial opportunities	5.0	4.0	3.7	3.7	3.0
Is prepared to make difficult decisions	4.0	4.0	4.7	4.3	4.0
Is willing to be courageous	3.0	3.0	4.0	4.3	4.0
Makes effective judgements	3.0	4.0	3.3	3.3	3.3
Makes timely decisions	3.0	4.0	3.7	3.7	3.0
Spots opportunities to add value in the market	5.0	3.0	3.3	3.0	3.7



Demonstrates sound budget management

- Duis id felis sollicitudin, auctor velit vitae, aliquam eros.
- In euismod erat at feugiat luctus.

Identifies commercial opportunities

- Maecenas pharetra nunc sit amet condimentum consequat.

Makes effective judgements

- Aliquam mollis ipsum eu sapien imperdiet, et iaculis eros bibendum.

Contact

If you have any further questions, please contact the Client Support team at Talent Innovations: support@talentinnovations.co.uk.