

# WORK OF LEADERS GROUP REPORT

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*ASSESSMENT TO ACTION.*

## **Sample Report (9 People)**

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This report is provided by:

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We appreciate your input!

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*by Inscape Publishing*



# INTRODUCTION TO WORK OF LEADERS GROUP REPORT

*Everything DiSC Work of Leaders*® provides a simple, compelling process that helps leaders get real results. The program improves self-awareness in key areas that will help people get better leadership outcomes.

## Introduction to Work of Leaders

**Where did Work of Leaders come from?** This program is based on a four-year development effort that began by analyzing and distilling the work of leadership researchers from the last three decades. With the help of 300 subject matter experts from more than 150 organizations, we identified a specific set of leadership best practices.

**How do we define leadership?** Work of Leaders approaches leadership as a one-to-many relationship, as opposed to the one-to-one relationship of management.

**How does leadership connect to DiSC®?** Your DiSC style influences how you approach each of the steps of the process. DiSC doesn't imply that you can or can't do any of the steps. It simply tells you how much energy will be required to do the different aspects of each step.

**How is this different from other DiSC profiles?** Unlike other DiSC reports, which emphasize understanding the differences between people, Work of Leaders focuses on understanding how your tendencies influence your effectiveness in specific leadership situations.

### About this Group Report

- The report provides group-level data on preferred behaviors based on **leadership best practices**.
- The best practices are **context specific**, so the preferred behaviors will change depending on the needs of the situation.
- **Group data** is presented in graphs, and individuals' data is not identified.
- The group data will help leaders understand **which best practices come most and least naturally** to the group.
- **Discussion questions** can help group members have a dialogue about the implications of the group's tendencies.
- Summary pages provide information on the group's **greatest strengths** and challenges, as well as concrete **steps toward action**.

## Work of Leaders: Vision, Alignment, and Execution



### VISION

The work of leaders includes crafting a vision of new possibilities for the future through **exploration, boldness, and testing assumptions**.



### ALIGNMENT

Leaders build alignment by communicating with **clarity**, engaging in **dialogue**, and providing **inspiration**, so everyone is moving in the same direction.



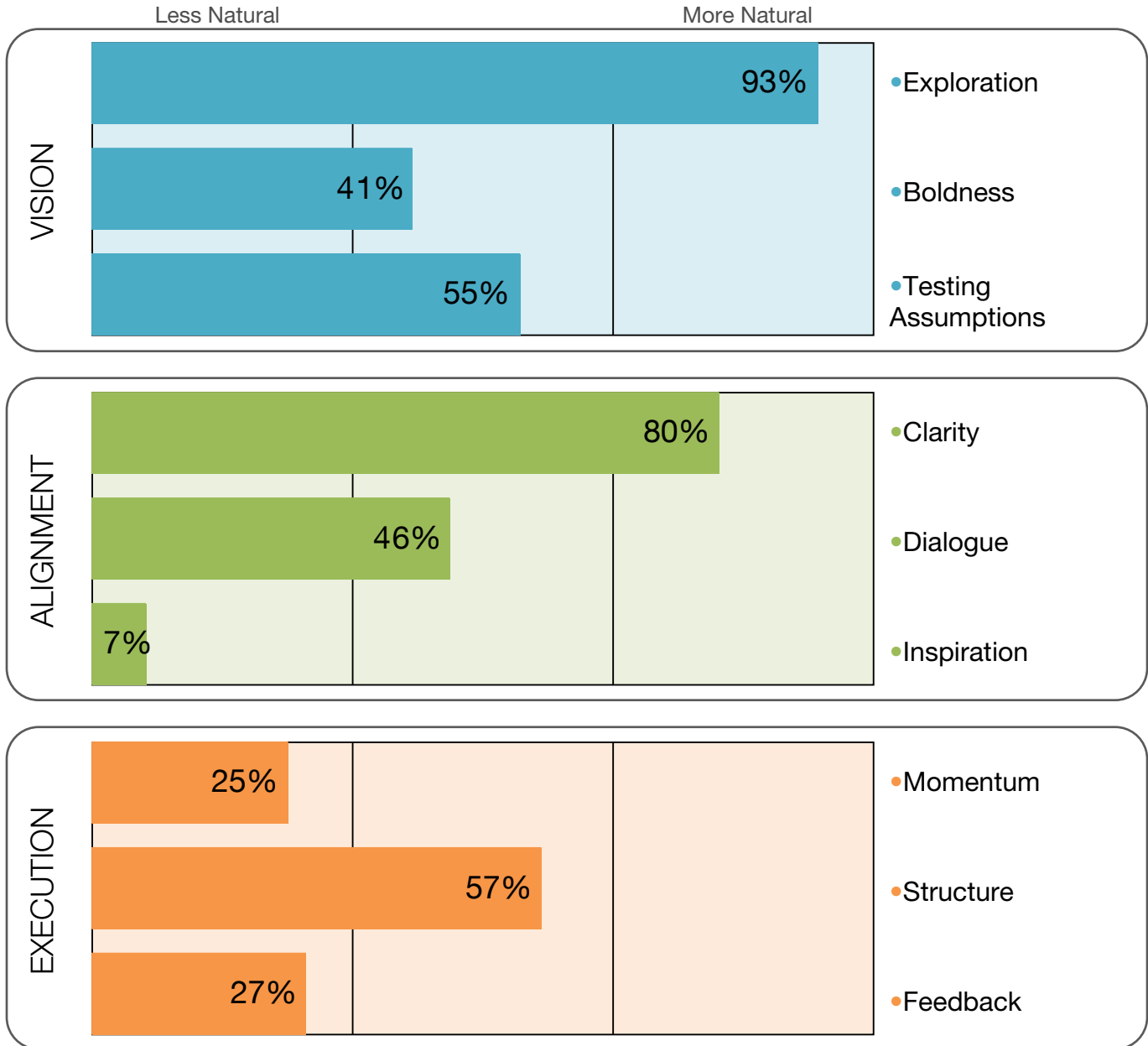
### EXECUTION

Finally, leaders need to champion execution through **momentum, structure, and feedback**, to enable the group to capitalize on its talents while making the vision a reality.

## GROUP SUMMARY

### What comes naturally to this group?

Below are estimates of how naturally each leadership driver comes to this group. These estimates are based on aggregate data, so specific individuals may differ from the group score. Furthermore, keep in mind that each of these leadership areas is also influenced by factors beyond the aggregate tendencies of its members.

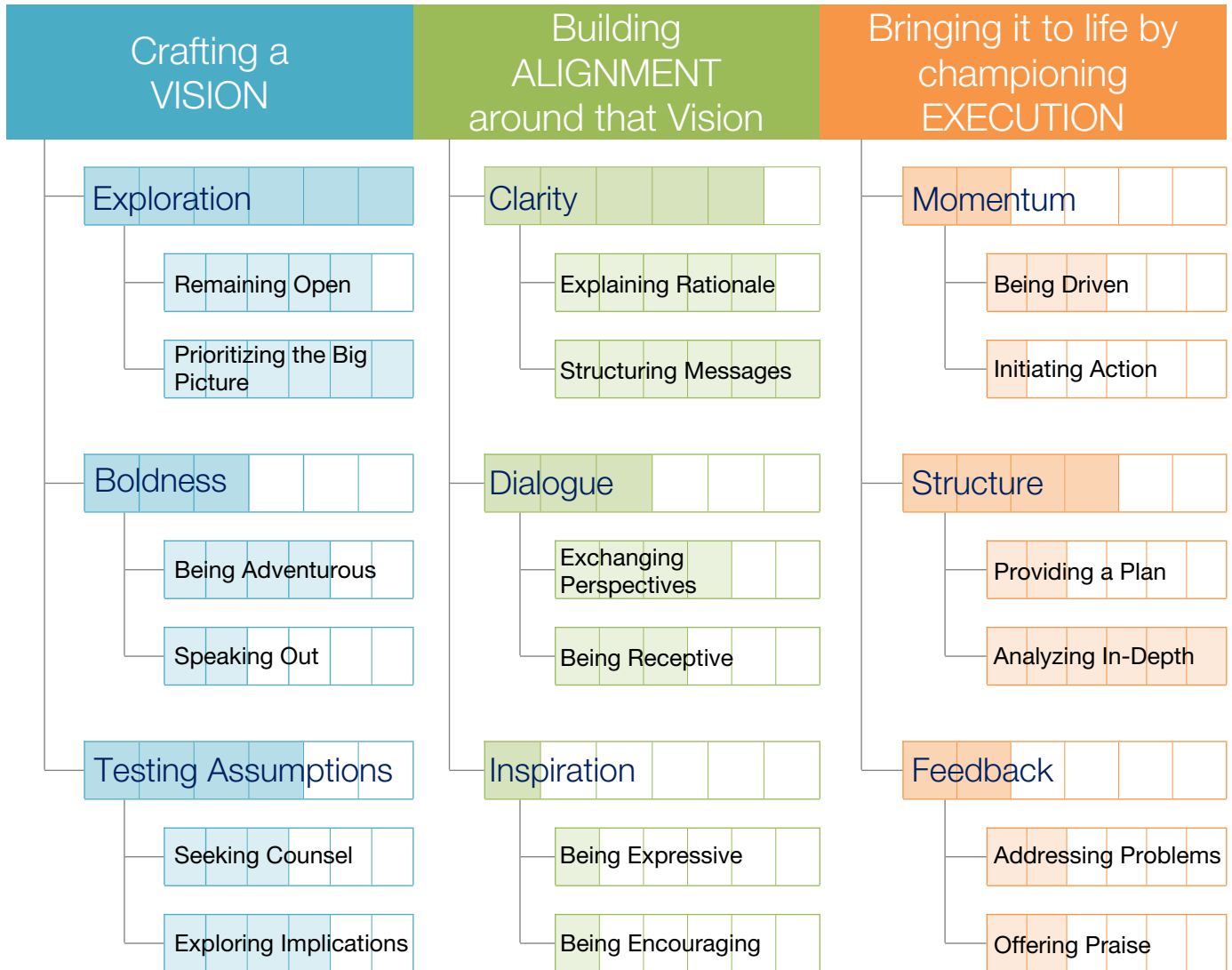


Group scores fall in the center column when the group average is in the middle range. This can happen for several reasons, including: many participants received mid-range scores on the driver's two continua; some group members are high on the continua while others are low; group members are high on one continuum but not the other.

# VISION, ALIGNMENT, AND EXECUTION

## Group Summary

The chart below shows how naturally each of the drivers and best practices come for your group. The more each bar graph is shaded with color, the more natural inclination your group has in that area of leadership.



## VISION > EXPLORATION

This page includes three continua derived from group data: Exploration (overall), Remaining Open, and Prioritizing the Big Picture. The two pie charts show the number of people in your group who are low, medium, and high on Remaining Open and Prioritizing the Big Picture.

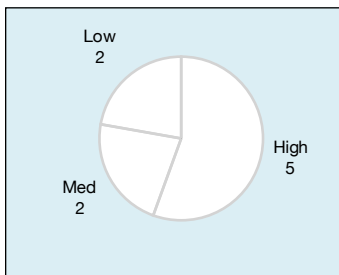
### Overall, how natural is exploration for this group?

Low Exploration ←—————|—————|—————●————→ High Exploration

Most likely, exploration comes very naturally to this group. In fact, members of this leadership group probably have fundamental qualities that make the process of exploration seem effortless.

### Vision > Exploration > Remaining Open

Seek Closure ←—————|—————●————→ Remain Open



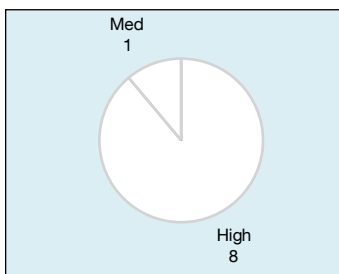
Leaders who allow plenty of time for the exploration process give the best ideas a chance to emerge. The willingness to remain open and explore new directions often leads to a solid vision. As you can see to the left, leaders in this group are moderately inclined toward open exploration when creating a vision.

*Does your group allow enough time for exploration?*

- What are the potential advantages of allowing more time for this group to explore?
- How often does a tendency toward closure lead to frustration at different levels of the organization?
- How could the organization encourage leaders to be more deliberate about taking time for the exploration process?

### Vision > Exploration > Prioritizing the Big Picture

Prioritize Details ←—————|—————●————→ Prioritize Big Picture



Exploration is most effective when leaders keep the big picture in mind. This allows them to grasp underlying trends and root causes so they can more clearly see strategic opportunities for the group's future. As shown to the left, many leaders in this group are naturally inclined to prioritize the big picture while exploring a vision.

*Does your group focus on big-picture, conceptual exploration?*

- In this organization, does the culture support big-picture thinking?
- What are the benefits of thinking more broadly about how everything fits together?
- How could the organization bolster this group's tendency toward big-picture exploration?

## VISION > BOLDNESS

This page includes three continua derived from group data: Boldness (overall), Being Adventurous, and Speaking Out. The two pie charts show the number of people in your group who are low, medium, and high on Being Adventurous and Speaking Out.

### Overall, how natural is boldness for this group?

Low Boldness



High Boldness

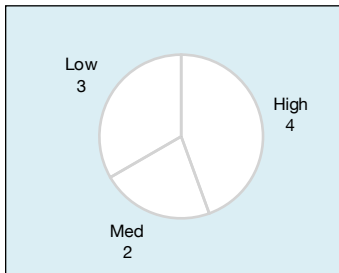
Boldness is probably moderately natural for this group. Creating an environment that encourages a bold vision may require some deliberate effort.

### Vision > Boldness > Being Adventurous

Cautious



Adventurous



Oftentimes, bold ideas keep organizations from becoming stagnant or being eclipsed by the competition. In fact, new initiatives that stretch the boundaries of what seems possible can often lead to growth and innovation. As you can see to the left, leaders in this group are moderately inclined to be adventurous when crafting a vision.

*Is your group attracted to bold ideas?*

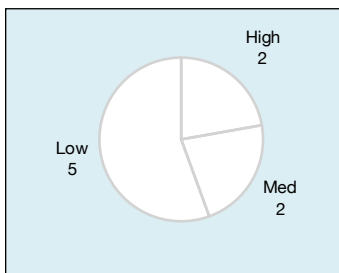
- To what degree does this group feel it's important to take chances on bold ideas?
- What constitutes a bold idea in this organization?
- How could the organization encourage leaders to take more chances when it comes to creating a vision?

### Vision > Boldness > Speaking Out

Hold Back



Speak Out



To be most effective at creating a bold vision, leaders need to not only have unconventional ideas, but they must be willing to speak up with these ideas, even if it puts their credibility on the line. As shown to the left, this group tends to be moderately inclined to speak out.

*Do people speak up with bold ideas?*

- What incentives are there in this organization for people to speak up with bold ideas?
- What deters leaders in this group from consistently speaking out with bold ideas?
- How could the organization encourage people to voice their bold ideas more often?

## VISION > TESTING ASSUMPTIONS

This page includes three continua derived from group data: Testing Assumptions (overall), Seeking Counsel, and Exploring Implications. The two pie charts show the number of people in your group who are low, medium, and high on Seeking Counsel and Exploring Implications.

### Overall, how natural is testing assumptions for this group?

Low Testing Assumptions



High Testing Assumptions

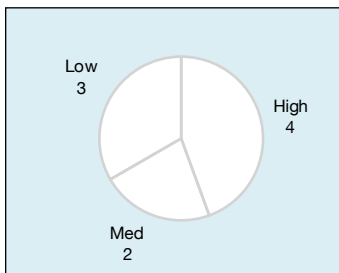
Testing assumptions is probably moderately natural for this group. Creating a grounded vision by testing assumptions may require some deliberate effort.

### Vision > Testing Assumptions > Seeking Counsel

Decide Independently



Seek Counsel



The best visions capitalize on many different perspectives. Effective leaders seek out trusted advisors to shape their understanding of the world around them and how it could be transformed in the future. As you can see to the left, leaders in this group are moderately inclined to consult others as they work toward a vision.

*Do group members consult each other to test assumptions?*

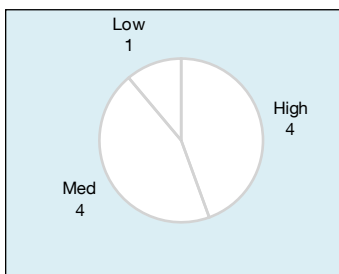
- Currently, how often do people reach out to others for advice when making a decision?
- In this group, what are the potential advantages of more actively soliciting input from each other?
- What could the organization do to encourage leaders to seek counsel from each other more often?

### Vision > Testing Assumptions > Exploring Implications

Push Forward



Explore Implications



Ideas that look good on paper often fall flat when tested against real world standards. While creating a vision, leaders need to be rigorous about researching and evaluating ideas to ensure feasibility and minimize surprises. As shown to the left, this group is moderately inclined to explore the implications.

*Does your group do thorough research on its assumptions?*

- In this organization, is there a culture of carefully examining ideas before moving forward?
- To what degree does this group see exploring implications as a good use of time?
- What are the potential advantages of allowing more time for this group to research implications?

## ALIGNMENT > CLARITY

This page includes three continua derived from group data: Clarity (overall), Explaining Rationale, and Structuring Messages. The two pie charts show the number of people in your group who are low, medium, and high on Explaining Rationale and Structuring Messages.

### Overall, how natural is clarity for this group?

Low Clarity



High Clarity

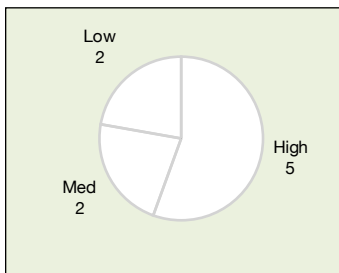
Most likely, clarity comes very naturally to this group. In fact, members of this leadership group probably have fundamental qualities that make communicating with clarity seem effortless.

### Alignment > Clarity > Explaining Rationale

Offer Intuition



Explain Rationale



People often want more than instinct and experience if they are expected to buy in to a vision. Information tends to be clearer when the reasoning behind each idea is explained. As you can see to the left, leaders in this group are moderately inclined to lay out their rationale when explaining the group's vision, plans, or goals.

*Does information get presented with a logical rationale?*

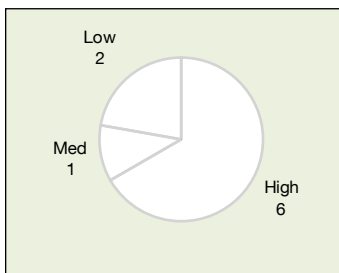
- In this organization, is there a culture of explaining the rationale behind plans, procedures, and goals?
- What are the benefits of offering the data and logic behind ideas?
- How could the organization encourage leaders to explain their reasoning more clearly?

### Alignment > Clarity > Structuring Messages

Impromptu Messaging



Structured Messaging



The clarity of a message often depends on thorough preparation and development. When leaders take the time to organize their thoughts before presenting the vision, people are more likely to understand the key points, which is critical for buy-in. As shown to the left, this group is moderately inclined to structure messages before delivering them.

*Does information get presented in a structured manner?*

- What does structured messaging look like in this environment?
- How much is well-organized, structured messaging valued in this organization?
- What could the organization do to ensure that messages are better structured and more accessible to larger groups?



## ALIGNMENT > DIALOGUE

This page includes three continua derived from group data: Dialogue (overall), Exchanging Perspectives, and Being Receptive. The two pie charts show the number of people in your group who are low, medium, and high on Exchanging Perspectives and Being Receptive.

### Overall, how natural is dialogue for this group?

Low Dialogue



High Dialogue

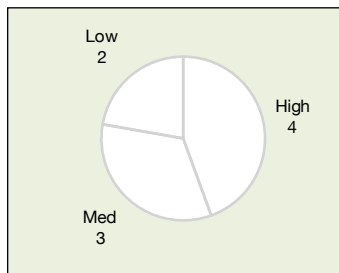
Dialogue is probably moderately natural for this group. Creating an environment that encourages a two-way dialogue may require some deliberate effort.

### Alignment > Dialogue > Exchanging Perspectives

Present Information



Exchange Perspectives



*Does your group encourage the exchange of perspectives?*

When leaders encourage a participatory approach, people learn that their ideas are valued. This leads to greater engagement and commitment, and ultimately can increase buy-in to the vision. As you can see to the left, leaders in this group are moderately inclined to promote an exchange of perspectives.

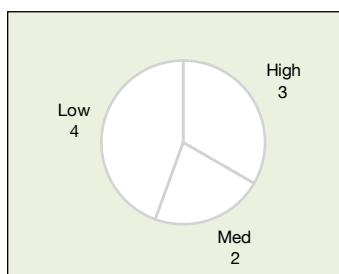
- To what degree do people at all levels of the organization feel that leadership cares about their opinions?
- How do leaders in this group show that they value the perspectives of those lower in the hierarchy?
- What could the organization do to encourage leaders to more actively exchange perspectives?

### Alignment > Dialogue > Being Receptive

Challenging



Receptive



*Is there a receptive atmosphere in your group?*

In a receptive environment people are much more likely to share their reservations, their confusion, and their unconventional ideas. While this may seem to slow the process, leaders who are open to this kind of candid feedback are often more effective at achieving alignment. As shown to the left, this group is moderately inclined to be receptive.

- To what degree does this organization foster a receptive atmosphere?
- What are the advantages of being more open to people's questions and concerns?
- What could the organization do to encourage leaders to be more active in creating a receptive environment?

## ALIGNMENT > INSPIRATION

This page includes three continua derived from group data: Inspiration (overall), Being Expressive, and Being Encouraging. The two pie charts show the number of people in your group who are low, medium, and high on Being Expressive and Being Encouraging.

### Overall, how natural is inspiration for this group?

Low Inspiration



High Inspiration

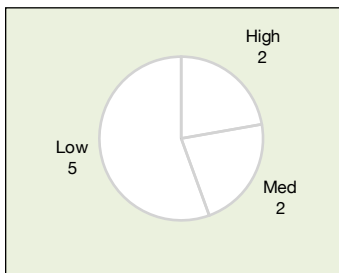
In general, inspiration may not be particularly natural for this group. Creating an inspirational environment to encourage buy-in may require more deliberate effort and practice.

### Alignment > Inspiration > Being Expressive

Reserved



Expressive



When leaders express their excitement and passion, they are more likely to create an environment that feels active and vibrant. At the same time, they help people connect better with their ideas, which can increase the likelihood of buy-in to the vision. As you can see to the left, leaders in this group are moderately inclined to be expressive.

- How energetic is the culture of the organization?
- What are the benefits of creating an energetic, expressive environment?
- What could the organization's leaders do to create a more dynamic, inspirational culture?

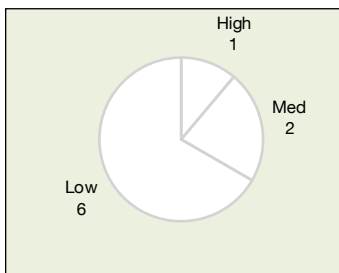
*Is there an outward sense of energy and passion in your group?*

### Alignment > Inspiration > Being Encouraging

Matter-of-Fact



Encouraging



People need to feel good about the direction they're headed and the work that they're doing. Leaders who provide optimism and emotional support give people confidence that they can contribute to the group's success. As shown to the left, this group tends to be more matter-of-fact than encouraging.

- To what degree does this organization actively work to create an optimistic culture?
- What would be the advantages for this group of creating a more supportive environment?
- What could the organization do to help leaders provide more encouragement?

*Do group members encourage others?*

## EXECUTION > MOMENTUM

This page includes three continua derived from group data: Momentum (overall), Being Driven, and Initiating Action. The two pie charts show the number of people in your group who are low, medium, and high on Being Driven and Initiating Action.

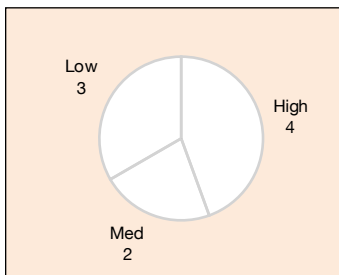
### Overall, how natural is momentum for this group?

Low Momentum ← ● ————— High Momentum

In general, momentum may not be particularly natural for this group. Creating an environment where drive and initiative are encouraged may require more deliberate effort and practice.

### Execution > Momentum > Being Driven

Low-Key ← ● ————— Driven



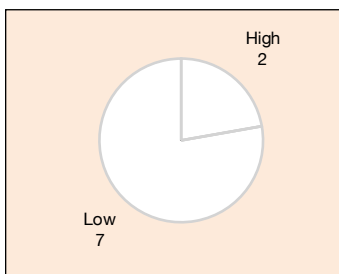
There are times during the execution process when leaders need to instill a sense of momentum in the group and encourage people to stretch outside their comfort zones to make rapid progress. As you can see to the left, leaders in this group are moderately inclined to be driven.

*Are group members good at pushing themselves and others?*

- How does the organizational culture contribute to the drive of this group?
- What are the benefits of cultivating a sense of momentum and an active, results-oriented environment?
- What could the organization's leaders do to encourage people to execute with more drive?

### Execution > Momentum > Initiating Action

Reactive ← ● ————— Initiating



Leaders are often best positioned within the organization to take action and jump on new opportunities. By showing this kind of initiative, the leader can enable the group to grow and extend its reach while ensuring a successful execution. As shown to the left, this group tends to be more reactive than initiating.

*Is your group active about starting new initiatives?*

- Does this organization seem to offer incentives or deterrents to those who start new initiatives?
- How would this group benefit from being more active about taking on new initiatives?
- How could the organization encourage leaders to initiate more action?

## EXECUTION > STRUCTURE

This page includes three continua derived from group data: Structure (overall), Providing a Plan, and Analyzing In-Depth. The two pie charts show the number of people in your group who are low, medium, and high on Providing a Plan and Analyzing In-Depth.

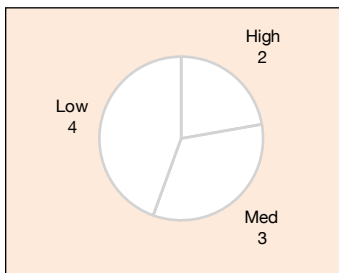
### Overall, how natural is structure for this group?

Low Structure ←—————●—————→ High Structure

Providing structure is probably moderately natural for this group. Creating a structured environment for executing the vision may require some deliberate effort.

### Execution > Structure > Providing a Plan

Improvise ←—————●—————→ Plan



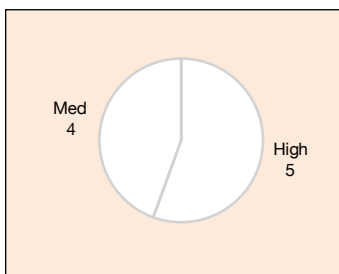
Groups are more likely to have a solid structure in place if the leader sees the inherent value of planning for execution. When people have clear processes and procedures, they can avoid the anxiety that affects the quality of their work. As you can see to the left, leaders in this group are moderately inclined to provide well-defined plans.

Does your group provide detailed plans and processes to follow?

- How often do inefficiencies come up that could be eliminated with more detailed, coordinated plans?
- In this organization, how much value is attached to a well-developed plan?
- In what areas could the organization use more structured plans and processes?

### Execution > Structure > Analyzing In-Depth

Follow First Impressions ←—————●—————→ Analyze In-Depth



Just because plans and processes are detailed doesn't mean they will be immune to problems or inefficiencies. Effective structure often requires leaders to undertake deep analysis to account for errors and non-obvious outside factors. As shown to the left, many leaders in this group are naturally inclined to do in-depth analysis.

Are plans and processes thoroughly reviewed and analyzed?

- How often does this organization encourage leaders to take the time to deeply analyze plans?
- What are the advantages of having a rigorous method for thinking through implications?
- How does the organization ensure that plans and processes receive thorough examination?

## EXECUTION > FEEDBACK

This page includes three continua derived from group data: Feedback (overall), Addressing Problems, and Offering Praise. The two pie charts show the number of people in your group who are low, medium, and high on Addressing Problems and Offering Praise.

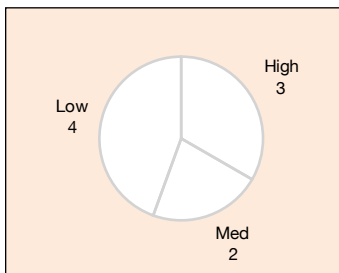
### Overall, how natural is feedback for this group?

Low Feedback ← ● | | → High Feedback

In general, giving feedback may not be particularly natural for this group. Creating an environment that provides both critical and positive feedback may require more deliberate effort and practice.

### Execution > Feedback > Addressing Problems

Maintain Harmony ← ● | | → Address Problems



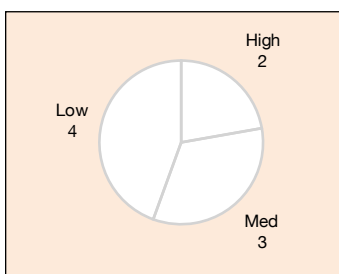
Leaders who are proactive about addressing problems can keep inefficiencies and frustrations from piling up during the execution process. They need to be willing to let people know when work isn't measuring up to their standards. As you can see to the left, leaders in this group are moderately inclined to address problems.

*Does your group address problems in a timely manner?*

- How quickly and effectively are inefficiencies, poor performance, and interpersonal problems addressed?
- What are the potential benefits of being more active about addressing problems?
- How could the organization ensure that leaders address problems more proactively?

### Execution > Feedback > Offering Praise

Offer Less Praise ← ● | | → Offer More Praise



Another critical aspect of providing feedback is letting people know when they've done a good job. When leaders give ample praise and recognition, people are more likely to feel that their high quality work and extra effort is appreciated. As shown to the left, this group is moderately inclined to offer positive feedback and praise.

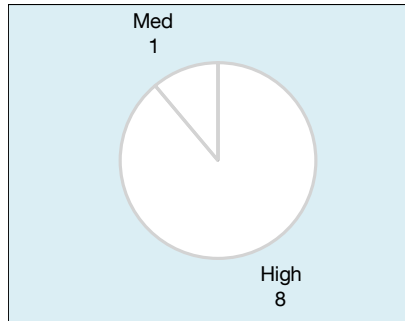
*Are people praised when they do a good job?*

- What do praise and recognition look like in this organization?
- How does the amount of praise given affect morale and productivity?
- What could the organization do to encourage leaders to give more praise?

## YOUR GROUP'S LEADERSHIP STRENGTHS

Playing to your strengths is an important starting point for improving your leadership effectiveness. Below you will find descriptions of your group's three strongest areas in the process of Vision, Alignment, and Execution. Take a moment to read and reflect on how to maximize your group's use of these strengths.

### Vision > Exploration > Prioritizing the Big Picture



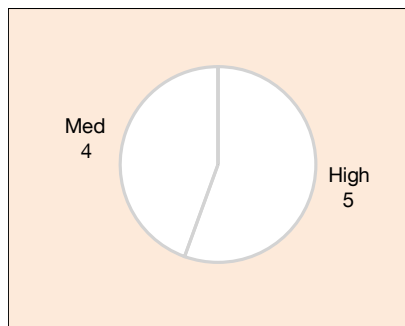
#1: *Prioritizing the Big Picture*

Many leaders in your group have the ability to step back and look at the big picture rather than getting caught up in the details. This broad perspective can help you identify common threads among different systems and ideas. As a result, the group probably envisions possibilities while also spotting practices that are outdated or no longer working.

Continue to focus on these strengths:

- Thinking broadly about how all the pieces fit together
- Visualizing how a particular idea or direction might affect the future
- Noticing when out-of-date systems are limiting success

### Execution > Structure > Analyzing In-Depth



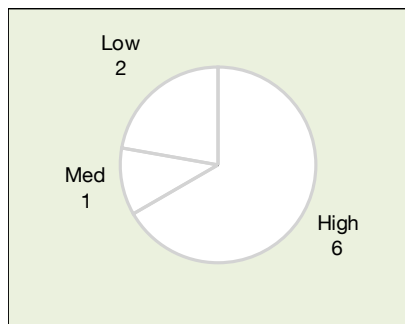
#2: *Analyzing In-Depth*

Because many leaders in this group have a tendency to embrace in-depth analysis, you can help create the structure needed for successful execution of the vision. If something isn't working, your group probably understands the importance of finding the source of the problem and is willing to devote the time needed to create a long-term solution.

Continue to focus on these strengths:

- Using analysis to develop a thorough understanding of the implications of a plan
- Dedicating time to comprehending systems at a deeper level
- Understanding the root causes of problems before moving on

### Alignment > Clarity > Structuring Messages



#3: *Structuring Messages*

Because many leaders in your group prefer to deliver information in a structured manner, the group probably spends time developing messages ahead of time, making it easier to focus on key ideas. This organized, to-the-point communication style increases the likelihood that others will grasp the message, which is critical for alignment.

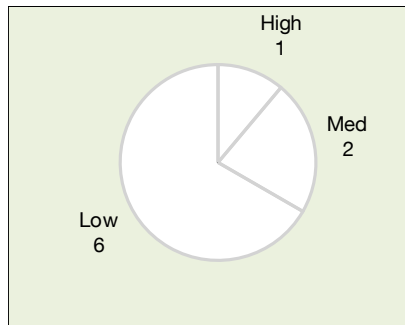
Continue to focus on these strengths:

- Organizing your thoughts so they are easy to follow
- Sticking to the main points of your message
- Delivering messages that don't create confusion

## YOUR GROUP'S LEADERSHIP CHALLENGES

Now that you have a better idea of your strengths as a group of leaders, let's take a closer look at the three areas where your group has the greatest opportunities for improvement.

### Alignment > Inspiration > Being Encouraging

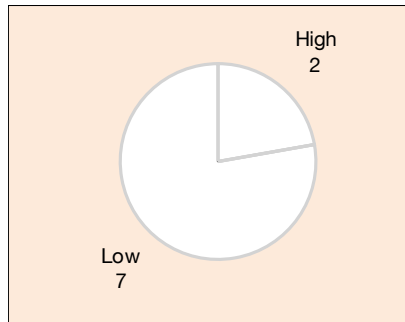


#1: *Being Encouraging*

To work on being encouraging to provide inspiration, you and other leaders in your group could consider the following:

- As a group, work to create a culture that encourages people to focus on the promise of their work rather than the challenges.
- Show people you have a genuine interest in their welfare. Each leader should listen to and acknowledge people's concerns.
- Work together to demonstrate confidence in your team. Invite the people you lead to try new things and articulate your faith in their abilities.

### Execution > Momentum > Initiating Action

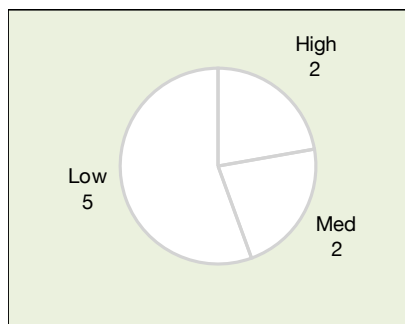


#2: *Initiating Action*

To work on initiating action to increase momentum, you and other leaders in your group could consider the following:

- As a group, consciously avoid focusing all of the attention on day-to-day demands. Instead, foster an entrepreneurial attitude and kick-off new projects whenever there is an opportunity.
- Initiating new directions might seem overly demanding, but it will increase your group's chances of implementing a bold vision. Focus on seeing it as an exciting challenge rather than a burden.
- Challenge each other to seek new initiatives on a daily basis. Discuss what single accomplishment would make the biggest difference, and then line up your team to tackle it.

### Alignment > Inspiration > Being Expressive



#3: *Being Expressive*

To work on being expressive to provide inspiration, you and other leaders in your group could consider the following:

- Be specific about how working toward the vision is going to lead to positive outcomes for the group. Highlight achievements and celebrate accomplishments before you move on.
- As individuals, think about what you're feeling before you express your thoughts, and put a label on it. If you're connected to your emotions, it will be easier for you to detail your optimism.
- As leaders, it's important that your body language complements what you're feeling. People are unlikely to be inspired by what looks like indifference or lack of energy.

## GROUP ACTION PLAN



Group change doesn't come easily. In fact, it usually requires a lot of deliberate effort from all of the members. Select one of the challenges from the previous page that your group would like to work on first:

- Being Encouraging
- Initiating Action
- Being Expressive

Describe the nature of the challenge:

What outcomes do you hope that your group will achieve by improving in this area?

What steps or specific actions will group members take to improve in this area? Consult the tips on the previous page to help get you thinking.

What timeframe will your group set up for this improvement?

How will the group know if progress is being made?