

Report prepared for

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CheckPoint 360° Competency Feedback System™ Leadership Charisma Report

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What is Leadership Charisma?

Leadership Charisma is what people attribute to a leader who motivates them to achieve the best possible results. Leadership Charisma is driven by a specific set of learnable behaviors, all measured in your recently completed Checkpoint 360 survey, that enlightened leaders use to drive extraordinary employee engagement and productivity.

Charismatic leaders create and maintain a work environment where people are emotionally and intellectually committed to the organization's goals. They build an energetic and positive attitude in others and inspire them to do their very best. In so doing they create a common sense of purpose where people are more inclined to invest extra energy and even some of their own time in their work.

What's in this report?

This report provides two perspectives on your current Leadership Charisma:

1. **Leadership Charisma Index:** measures how charismatic your Direct Reports see you.
2. **Leadership Charisma Quotient:** determines how your Leadership Charisma Index compares to the 40,000 leaders in our global research.

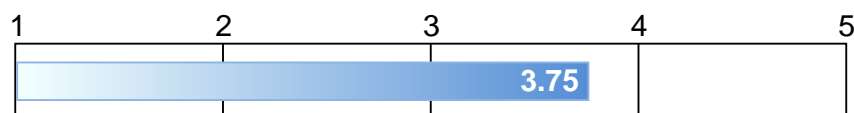
The final section of this report, entitled "Raising your Leadership Charisma: Next Steps," talks about how you can raise your Leadership Charisma.

Leadership Charisma Index (LCI)

(Your charismatic level according to Direct Reports)

Your Leadership Charisma Index is a measure of how charismatic you are seen to be by those who work directly for you - this is a good measure of how effectively you engage those people and maximize their productivity as their leader.

Your LCI = 3.75



Leadership Charisma Quotient (LCQ)

Our research into Leadership Charisma included LCI ratings for more than 40,000 Leadership Charisma leaders worldwide. Using that data we were able to create a typical Leadership Charisma Index for those 40,000 leaders.

By computing the ratio of your LCI to the global LCI we produced your Leadership Charisma Quotient (LCQ) - an indication of how your current level of leadership charisma compares with an enormous audience of leaders worldwide.

Your LCQ = 112

If your LCQ is...	Direct Reports see you as...
Greater than 100	more charismatic than most leaders
Equal to 100	equally charismatic as most leaders
Less than 100	less charismatic than most leaders

Raising your Leadership Charisma: Next Steps

You'll find a step-by-step approach to raising your leadership charisma outlined in detail in the book *Leadership Charisma*, which is available from the organization that supplied your Checkpoint assessment. Section 4 of the book, entitled *Create a Charismatic Leader's Persona*, will be most helpful as you work toward raising your Leadership Charisma Index (LCI) and your Leadership Charisma Quotient (LCQ). Read through the seven key steps in that section, and follow the guidelines for building the charismatic leader behaviors into your everyday approach for leading and managing your direct reports.

As you begin to integrate these charismatic behaviors into your leadership style you should schedule another Checkpoint approximately six months from now - to monitor your progress in raising your LCI & LCQ.