



Leadership Performance Discovery Report for: Chris Coddington

Leadership Performance Discovery

The Leadership Performance Discovery is designed to provide a representation of how you are progressing with your leadership performance. You'll rank 95 items in the categories of Job Competence, Results Drive, Emotional Engagement of Others, Leadership Relationship Building, Leader Emotional Quotient, Leader Trust, Leader Values, Financial Behavior Capability, and Decision-Making Discipline to see a representation of how you are progressing with building and manage your leadership performance.

Section 1: Job Competence

Name	Chris Coddington
Your Email	chris.coddington@dnabehavior.com
Operates in a mature way	★★★★★☆☆
Effectively uses past experiences	★★★★★★
Skilled and knowledgeable in current role	★★★★★★
Able to teach others	★★★★★★
Simplifies complex concepts	★★★★★★
Solves problems resourcefully	★★★★★★
Builds and implements processes	★★★★★★
Uses analysis in planning	★★★★★★
Demonstrates strong business skills	★★★★★★
Knows how to mobilize people and resources	★★★★★★
Job Competence Calculation	7

Section 2: Results Drive

Checks to see that tasks are properly completed	★★★★★★
--	--------

Competitive to achieve goals	★★★★★★
Decisive decision-maker	★★★★★★
Prioritizes to meet key objectives on time	★★★★★☆☆
Works to a written plan	★★★★★☆☆
Takes action and is proactive	★★★★★★
Focuses on the bottom line and tracks successes	★★★★★★
Passion for work	★★★★★★
Defines a clear vision	★★★★★★
Disciplined work habits	★★★★★★
Results Drive Calculations	6.80

Section 3: Emotional Engagement of Others

Comfortably speaking directly	★★★★★★
Responds diplomatically when needed	★★★★★★
Clearly communicates expectations	★★★★★★
Gives ongoing feedback	★★★★★★
Adapts communication for people/situations	★★★★★☆☆
Speaks calmly in difficult conversations	★★★★★★
Regularly communicates the vision and goals	★★★★★★
Invites others to engage in conversation	★★★★★★
Expresses true views in meetings	★★★★★★
Communicates to avoid surprises for others	★★★★★★
Emotional Engagement of Others Calculation	6.90

Section 4: Leadership Relationship Building

Demonstrates understanding for others' concerns	★★★★★★
Provides regular encouragement to others	★★★★★★
Tolerant of honest mistakes	★★★★★★
Responds to questions patiently	★★★★★★
Treats people with respect	★★★★★★
Good listener	★★★★★★
Respects people's differences	★★★★★
Celebrates successes	★★★★★★
Wants and helps others to succeed	★★★★★★
Makes the workplace happy and fun	★★★★★★
Leadership Relationship Building Calculation	6.90

Section 5: Leader Emotional Quotient

Motivates and inspires others	★★★★★★
Allows others to be open about their frustrations without becoming defensive	★★★★★★
Comfortable listening openly to others' feedback about his/her performance	★★★★★★
Takes personal responsibility	★★★★★
Collaborates with others on his/her ideas	★★★★★★
Seeks confirming evidence before making judgements about others	★★★★★★
Forgives others when he/she is wronged	★★★★★★
Admits when he/she is angry	★★★★★★

Recognizes and responds appropriately to the emotions of others ★★★★★★

Manages negative emotions well when disappointed ★★★★★★

Leader Emotional Quotient Calculation 6.93

Section 6: Leader Trust

Demonstrates self belief ★★★★★★

Demonstrates courage to do the right thing ★★★★★★

Delegates and does not interfere ★★★★★★

Shares emotions and feelings ★★★★★★

Open with ideas and information ★★★★★★

Vulnerable, acknowledges his/her mistakes ★★★★★★

Shows humility ★★★★★★

Willing to trust others ★★★★★★

Authentic ★★★★★★

Has an inclusive approach ★★★★★★

Leader Trust Calculation 7

Section 7: Leader Values

Supports company policies and values ★★★★★★

Demonstrates courage to do the right thing ★★★★★★

Has honesty and integrity ★★★★★★

Walk matches talk ★★★★★★

Keeps his/her promises ★★★★★★

Has good self-control ★★★★★★

Treats others fairly	★★★★★★
Thinks before taking action	★★★★★☆☆
Exercises sound judgement	★★★★★★
Acts responsibly	★★★★★★
Leader Values Calculation	6.90

Section 8: Financial Behavior Capability

Understands the financial performance drivers for the business	★★★★★★
Knows how to take advantage of business opportunities	★★★★★★
Has clarity about personal relationship to money for business and life	★★★★★★
Manages the business model to ensure performance is fairly rewarded	★★★★★★
Has clarity about what needs to be done to achieve life and financial goals	★★★★★★
Knows how to create and maintain financial sustainability	★★★★★★
Has invested in human capital to personally grow	★★★★★★
Learned to keep perspective between risk and return	★★★★★★
Knows how to functionally manage financial risks	★★★★★★
Has a positive mindset about dealing with financial issues	★★★★★★
Avoids trivializing the feelings of others	★★★★★★
Willing to compromise	★★★★★★
Manages ego and self-promotion	★★★★★★
Not overly protective of prior decisions	★★★★★★

Positively influences others without manipulating them 

Financial Behavior Capability Calculation 7

Section 9: Decision-Making Discipline

Makes and monitors decisions based on identity, life purpose and values 

In touch with intuition and instincts 

Performs appropriate independent research before making a decision 

Effectively uses past experiences 

Aware of the biases that may negatively influence decisions 

Knows when to say "no" 

Confident in the business decisions that get made 

Balances daily actions with long term objectives 

Knows how to create a "win-win" alignment for all stakeholders 

Has a sounding board to help assess risk and stay on track 

Decision-Making Discipline Calculation 6.90

Average Total 6.93

Actual Total Score 657

Your Advisor's Email madelyn.villareal@dnabehavior.com

How was your experience with this discovery process?

 (7/7)

Leadership Performance Optimization: Step-by-Step Approach

The overall Leadership Performance Score out of a maximum score of 665 will tell you how well you are performing in the key areas for leadership success. The objective is to design and invest the time, money, and resources into optimizing your mindset, behaviors, and capabilities as a leader to become more people-centric and unleash exponential growth in your business. That will also require sound financial behavior and disciplined decision-making as those attributes will significantly impact your work and the organization you lead.

So, you can use the feedback summary we have provided based on your responses, please follow these steps.

Step 1. Identification and Prioritization of Low Scores

- Conduct an initial assessment to identify your current scores for each of the nine primary Leadership Performance categories.
- Rank the nine categories based on their scores, with the lowest scores getting the highest priority.
- Allocate more time and resources to the lowest-scoring categories to initiate improvement efforts.
- In allocating more time to the lowest-scoring categories you mustn't let the highest-scoring categories decline.

Step 2. Setting the Target for Optimization

- Establish a clear goal for each category, ideally aiming for a score of 7/7.
- Recognize that while the ultimate goal is perfection, progress is more important than perfection.
- Develop specific, achievable objectives for each category to gradually progress towards the target score.

Step 3. Incremental Improvement for Mid-Range Scores

- Identify categories with scores between 4 and 6.
- Analyze these categories to understand what's working well and where improvements can be made.
- Implement targeted actions to elevate these scores, focusing on continuous, incremental progress.

Step 4. Continuous Assessment and Adjustment

- Establish a regular schedule for reassessing your scores in each category.
- Use these assessments to gauge progress and identify new areas that may require attention.
- Adapt your strategies based on these assessments, ensuring a flexible approach that responds to changing needs and circumstances.

Step 5. Documentation and Reflection

- Keep a detailed record of actions taken, progress made, and challenges encountered in each category.
- Reflect on these experiences regularly to glean insights and lessons that can inform future strategies.

Share your progress and reflections with a mentor, coach, or peer group to gain external perspectives and advice.

- Repeat completion of the Leadership Performance Discovery every 6 months.