LEADERSHIP CIRCLE
PROFILE™

CONNECTING PATTERNS OF ACTION WITH HABITS OF THOUGHT

The Leadership Circle Profile™ (LCP) is a true breakthrough among 360 degree profiles. It is the first to connect a well-researched battery of competencies with the underlying and motivating habits of thought. It reveals the relationship between patterns of action and internal assumptions that drive behavior. Ultimately, LCP goes to the source of behavior to get greater leverage on change. Furthermore, unlike most profiles that take hours to interpret, LCP integrates all this information in a way that brings the key issues to the surface instantly.

The data in the LCP reveals itself in seconds. At a glance, the whole gestalt is accessible — putting leaders in touch with what is working, what is not, and why! In most organizations, this treasure trove of information remains buried. The LCP makes it easily accessible while it creates a foundation on which ground breaking change can occur at a higher level and sustainable pace.

HIGHLIGHTING DEVELOPMENTAL OPPORTUNITIES FOR LEADERS

The LCP is the only instrument that measures the two primary leadership domains — *Creative Competencies* and *Reactive Tendencies* — and integrates this information so that key opportunities for development immediately rise to the surface.

The LCP is unique in that it reveals a leader's Operating System: Internal assumptions (beliefs) that run behavior in both domains. This allows the manager to see how their inner world of thought translates into a productive or unproductive style of leadership. Ultimately, the LCP increases the inner awareness that affects outward behavior.
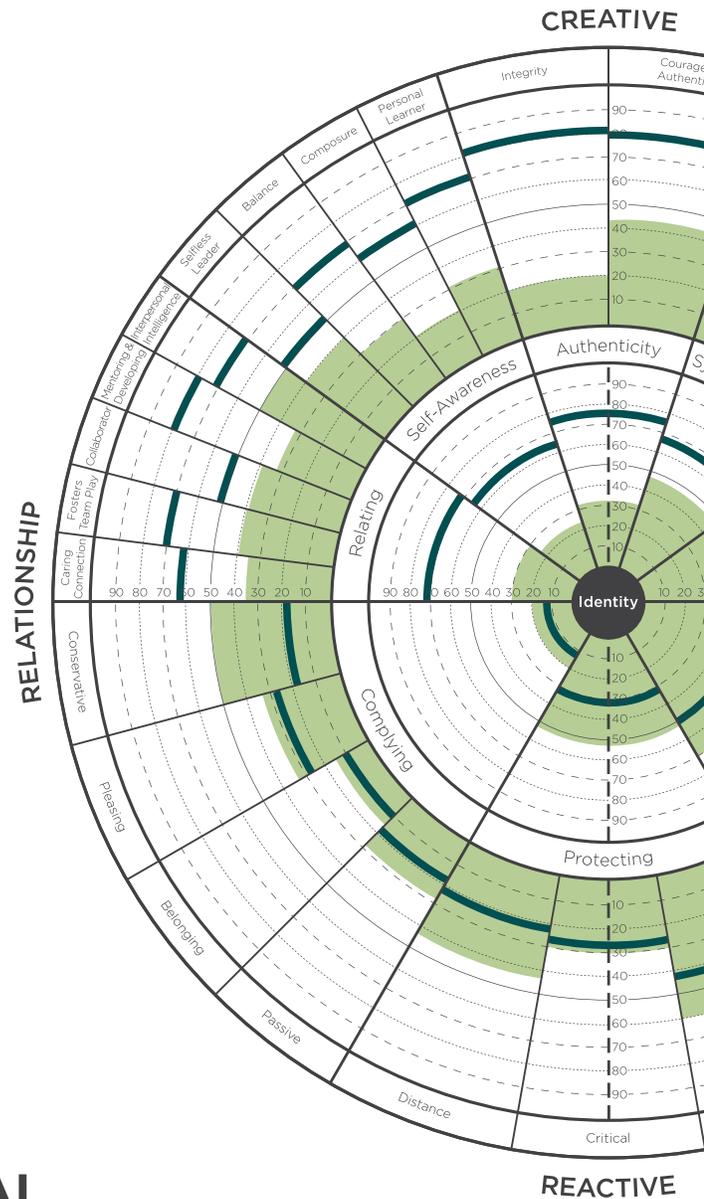
CREATIVE COMPETENCIES measure how leaders achieve results, bring out the best in others, lead with vision, enhance their own development, act with integrity and courage, and improve organizational systems.

REACTIVE TENDENCIES are leadership styles emphasizing caution over creating results, self-protection over productive engagement, and aggression over building alignment.

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