

Engage ▶ Evolve ▶ Exceed



THE MANAGEMENT SHIFT[®]



**INDIVIDUAL ASSESSMENT
FOR LEADERS**

**Simon Sample
15/07/2020 12:27**

THE 5 LEVEL EMERGENT LEADERSHIP MODEL

Individual assessment for leaders

*Thank you for completing this online assessment based on
The 5 Level Emergent Leadership Model.*

This version is designed for those
predominantly operating in a **leadership** role.



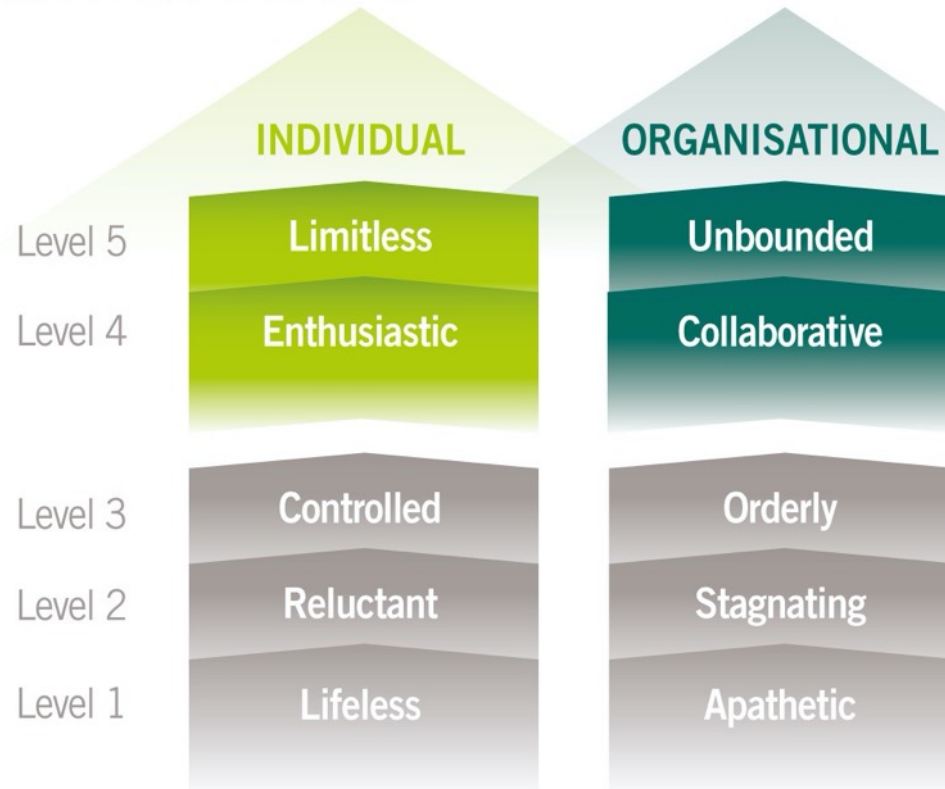
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THE EMERGENT LEADERSHIP MODEL

Shifting from the Lifeless to the Limitless Mindset

EMERGENT LEADERSHIP



THE
MANAGEMENT
SHIFT

TYPICAL CHARACTERISTICS OF THE 5 LEVELS OF THE MANAGEMENT SHIFT®



Level 1
Traditional

Level 2
Traditional

Level 3
Traditional

Level 4
Emergent

Level 5
Emergent

Lifeless mind-set
Apathetic culture
Fear based culture
Isolated / disengaged employees
leaders

Reluctant mind-set
Stagnating culture
Blame culture
Disengagement
Autocratic leadership
Overwhelmed employees

Controlled mindset
Orderly culture
Vertical leadership
Micromanaging
Self-centered relationships

Enthusiastic mindset
Team ethos
Collaborative culture
Inspirational leaders
Horizontal leadership
Passion for work

Unlimited mindset
Strong team cohesion
Unbounded culture
Inspirational leaders
Strong sense of purpose
Passion for work

GUIDELINES FOR INTERPRETING THE REPORT

The graph that illustrates your Individual Assessment results has two axes:

1. The horizontal line (the x axis) shows a percentage of the answers representing '*how you normally feel about a statement*' grouped by each of the 5 Levels (categories) at the time of completing the questionnaire, i.e. how strongly you associated with the statements for each of the 5 Levels.
2. The vertical line (the y axis) has five categories – each representing one of the 5 Levels of the Management Shift.

SAMPLE INDIVIDUAL REPORT

YOUR INDIVIDUAL ASSESSMENT RESULTS

MINDSET	NEVER SELDOM SOMETIMES FREQUENTLY VERY FREQUENTLY ALWAYS											SCORE	LEVEL
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%		
Unlimited mindset reinforcing an Unbounded Culture												83.00%	
Enthusiastic mindset reinforcing a Collaborative Culture												85.00%	
Controlled mindset reinforcing an Orderly Culture												27.00%	
Reluctant mindset reinforcing a Stagnating Culture												18.00%	
Lifeless mindset reinforcing an Apathetic Culture												4.00%	
The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	The horizontal bars are rounded up or down to the nearest 10% band	

IMPLICATIONS - SAMPLE REPORT RESULTS

This person reported a high incidence of Level 4 and 5 **thoughts, emotions and behaviours** and this may well be of great benefit for themselves, the people they work with and the wider organisation.

However, it is the results for the Level 1,2 & 3 that are potentially most valuable to explore further.

The reason being, that whilst 'never or seldom' seen, when they do come to the fore these are the items that have the potential to cause a significant impact to the individual or those around them.

This may happen perhaps in times of stress and being able to recognise and self-manage in these times can be very valuable.

These results can stimulate rich insights and you may wish to explore further with an accredited The Management Shift Coach.



YOUR INDIVIDUAL RESULTS

EXPLORING YOUR OWN REPORT



Using the interpretive guidelines and the detail in the descriptive pages that follow for the 5 Levels of The Management Shift, now is the time to consider your personal results.

Please remember:

Your results can vary in time and can be influenced by coaching and self-development initiatives as well as by significant circumstances that you might be experiencing at the moment that may have an impact on your mindset.

YOUR INDIVIDUAL ASSESSMENT RESULTS

(Ref: 15/07/2020 12:27 - 19)

MINDSET	NEVER SELDOM SOMETIMES FREQUENTLY VERY FREQUENTLY ALWAYS											SCORE	LEVEL
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%		
Unlimited mindset reinforcing an Unbounded Culture												49.00%	
Enthusiastic mindset reinforcing a Collaborative Culture												74.00%	
Controlled mindset reinforcing an Orderly Culture												34.00%	
Reluctant mindset reinforcing a Stagnating Culture												43.00%	
Lifeless mindset reinforcing an Apathetic Culture												45.00%	
The scale ranges from 0% to 100% and indicates the average score you gave to behaviours relating to each of the Levels	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	The horizontal bars are rounded up or down to the nearest 10% band	

Use this area to capture any thoughts and feelings that come to you as you review your report

Post-Merger

DETAILED DESCRIPTIONS OF THE 5 INDIVIDUAL LEVELS



Level 1 Lifeless





SUMMARY OF LEVEL 1: LIFELESS

TYPICAL EMOTIONS	TYPICAL ENERGETIC PATTERNS	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF EMPLOYEES	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF LEADERS	INTER-PERSONAL RELATIONSHIPS	KEYWORDS USED
<ul style="list-style-type: none"> • Rage • Jealousy • Apathy • Insecurity • Guilt • Unworthiness • Fear • Grief • Depression • Despair • Hatred 	<ul style="list-style-type: none"> • Destructive • Unproductive • Negative • Draining • Catabolic • Depressing • Impulsive • Survival-focused 	<ul style="list-style-type: none"> • I feel bored at work • I am cut-off • I cannot win • I feel demoralised • I feel discouraged to take any effort • I cannot do anything useful • I cannot make any decisions* • It is too late to change anything • I am overwhelmed • I am too tired • I feel useless • I feel worthless* • I am disappointed • I feel so unhappy • I am so worried • I am not motivated to work harder • No one likes me* • I do not like my colleagues • There is nothing I can do to change this situation* • I do not make an effort in my physical appearance* 	<ul style="list-style-type: none"> • I am bored at work • I feel isolated* • I cannot inspire anyone • I feel discouraged to take any initiative • I cannot achieve what is expected from me • I do not care what will happen with this company • I cannot make decisions* • I am disappointed with my work and life in general • I feel overwhelmed* • I do not socialise with others at work • I wish I could change my career • I am working in a crisis mode* • I spend little effort and energy to motivate others • I lack the ability to lead myself and others • It is too late to change anything* • I cannot get much done • I should not be in a leadership position 	<ul style="list-style-type: none"> • Very isolated • Very little support from others • Almost no team/work collaboration • Little motivation across the team to get work done • Fear impacts relationships within and between teams 	<ul style="list-style-type: none"> • Whatever • Hard • Difficult • Break • Why me? • It is not fair • Can't • Do not bother • Unhappy • Anxious • Cut off

Level 2 RELUCTANT





SUMMARY OF LEVEL 2: RELUCTANT

TYPICAL EMOTIONS	TYPICAL ENERGETIC PATTERNS	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF EMPLOYEES	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF LEADERS	INTER-PERSONAL RELATIONSHIPS	KEYWORDS USED
<ul style="list-style-type: none"> • Overwhelm • Disappointment • Doubt • Worry • Blame • Discouragement • Anger • Revenge 	<ul style="list-style-type: none"> • Destructive • Unproductive • Negative • Draining • Catabolic • Judgemental • Sarcastic 	<ul style="list-style-type: none"> • What is the point of trying? • My life is difficult • This is not going to work • I easily engage in conflicts at work* • I am annoyed by my work environment • I often argue with my colleagues • I demand attention from my colleagues • I feel frustrated at my work • I feel very stressed* • I am impatient with my colleagues • I resent going to work* • I resist any change • I tend to blame others for my disappointments* • I feel lonely at work • I feel demotivated to make any effort • I would rather be somewhere else • I feel lethargic • I have no impact on decision making • My ideas do not make an impact* • I feel drained most of the time • I make some effort for my physical appearance • I am not supported by my boss • I am not supported by my colleagues 	<ul style="list-style-type: none"> • There is no point in trying too hard to achieve good results • I tend to argue with my employees • I focus on problems rather than on solutions • It is frustrating to work in this company • I resent working with my employees • I feel drained when I am at work* • I wish I had chosen a different career • I am impatient with my employees* • Nothing can be achieved without great effort • Innovation is not central for our organisation* • We do not have a common view as to how the work should be done • I am very directive when dealing with my employees • My leadership style hinders the development of high levels of trust* • I am unable to get results that are sustainable • My employees are likely to become unproductive, unhappy and give up • I am detached from my emotions* 	<ul style="list-style-type: none"> • Mainly isolated, occasional relationships with like-minded people • Teamwork and collaboration are almost non-existent • A 'blame' culture dominates • There is a lack of trusting relationships • There is little support and concern for others 	<ul style="list-style-type: none"> • Autocratic boss • Try • Can't • Give up • Quit • Resent • Difficult • Conflict

Level 3 CONTROLLED





SUMMARY OF LEVEL 3: CONTROLLED

TYPICAL EMOTIONS	TYPICAL ENERGETIC PATTERNS	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF EMPLOYEES	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF LEADERS	INTER-PERSONAL RELATIONSHIPS	KEYWORDS USED
<ul style="list-style-type: none"> • Contentment, Boredom • Pessimism • Frustration • Irritation • Impatience • Pride • Egocentric 	<ul style="list-style-type: none"> • Dominating • Self-centred • Borderline, moving between positive and negative • Unstable 	<ul style="list-style-type: none"> • My boss is autocratic • I feel demotivated to take any initiative • I should be in charge • I should take control • I cannot delegate as no one is as capable as I am • I do not have enough time to complete all my tasks • I feel tired and drained* • When is this place going to change? • I feel stressed and anxious • I am micromanaged* • I cannot take responsibility for my ideas • My opinion is not being heard* • I have to follow orders • There are many changes needed here • Who is going to lead the changes? • This place might never get sorted out • I would benefit from changing my employer • I do make some effort for my physical appearance • I do not express my ideas easily • I feel manipulated by my boss • I am unable to make decisions that are within my competencies • I am fearful of making mistakes* • I am not encouraged to experiment with new ideas • I do not make connections with others easily* • This place is driven by formal power and control 	<ul style="list-style-type: none"> • I am better than others • I am a high achiever • I am in charge • I need to be in control • If they underperform, I might have to sack them • I cannot delegate work as they are not as capable as I am* • I am so overworked • I am worried about becoming burnt out • I achieve best results by telling employees directly what they need to do • My leadership style is very traditional, based on formal power and control* • I am impatient and frustrated • I do not tolerate mistakes • My employees are trying hard to do as I tell them • I search for order* • I manage by control or authority • I tend to blame others for mistakes* • I do not encourage experimentation as risks might be too high • I do not share important information easily as it provides a source of my power • My employees are fearful of me • I have to manage conflicts at work* 	<ul style="list-style-type: none"> • People tend to be more self-centred • A teamwork is controlled and directed by a star • A 'command & control' culture dominates • People lack interpersonal awareness and or skills • Poor engagement with other people and the workplace 	<ul style="list-style-type: none"> • I • Me • My • Doing • Have • Controlling boss • Great • Star • Power • Ego • Control

Level 4 ENTHUSIASTIC





SUMMARY OF LEVEL 4: ENTHUSIASTIC

TYPICAL EMOTIONS	TYPICAL ENERGETIC PATTERNS	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF EMPLOYEES	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF LEADERS	INTER-PERSONAL RELATIONSHIPS	KEYWORDS USED
<ul style="list-style-type: none"> • Enthusiasm • Eagerness • Happiness • Positive Expectation • Belief • Optimism • Hopefulness • Pride • Acceptance 	<ul style="list-style-type: none"> • Constructive • Productive • Positive • Energizing • Anabolic • Uplifting • Inspiring • Genuine 	<ul style="list-style-type: none"> • We are great as a team* • We can achieve great results • I am creative • I am eager to achieve • I am enthusiastic about my work • I am motivated to give my best performance • I am optimistic about my career and life in general • I have a purpose in my life • I respect myself and others • I am supportive of my colleagues • I empathise with others* • I enjoy helping others • I enjoy working in this company • I look for opportunities for continuous development* • I am striving for high achievement • I socialise and connect with others • I experience a strong team culture • I feel energised when interacting with my colleagues • I am glad I have chosen this career • I have highly positive and invigorating energy • I feel confident I can achieve great results at work* • I am connected to others • Work is fun for me • I make an effort to make this world a better place* 	<ul style="list-style-type: none"> • We can achieve great results as a team* • We are finding opportunities in all challenges • I help others to identify shared values and aspirations • I understand that power is abundant, the more I give the more I get back • I feel happy and fulfilled at work • I am motivated to give my best performance • I respect myself and others* • I empathise with others • I let others to make important decisions on the basis of their knowledge and experience • I have a strong connection with mine and other people's emotions • I feel inspiring • I can release control to a large extent* • I encourage and receive good performance from others • I am perceived as a role model by my colleagues • I have a good intuition and use it to make decisions and generate ideas* • I am humble • I am keen to continuously improve my skills and abilities • I tolerate mistakes* 	<ul style="list-style-type: none"> • There is an awareness of community • Teamwork and collaboration are understood to be important • People are motivated and guided by a common purpose • People feel safe and are encouraged to express new ideas • Power, authority and decision making is shared or distributed 	<ul style="list-style-type: none"> • We • Our • Team • Us • Trust • Transparency • Autonomy • Positive • Secure • Strong • Delighted • Community • Commit • Value • Purpose

Level 5 LIMITLESS





SUMMARY OF LEVEL 5 LIMITLESS

TYPICAL EMOTIONS	TYPICAL ENERGETIC PATTERNS	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF EMPLOYEES	TYPICAL THOUGHT AND LANGUAGE PATTERNS OF LEADERS	INTER-PERSONAL RELATIONSHIPS	KEYWORDS USED
<ul style="list-style-type: none"> • Joy • Wisdom • Empowerment • Freedom • Love • Appreciation • Passion 	<ul style="list-style-type: none"> • Constructive • Productive • Positive • Energizing • Anabolic • Uplifting 	<ul style="list-style-type: none"> • People have unlimited potential • We are making a global impact* • I am striving for excellence in everything I do • We are all connected* • We can achieve anything • I have great awareness of myself and others • I am fulfilled at my work • Everything is perfect as it is • I feel great love for myself and others • I feel I do what I was born to do • I am fully connected to my inner wisdom • I am looking for opportunities for continuous self-development and personal growth • I have no ego • Life is great • I am striving for excellence • I have a 'can do anything' attitude • I believe anything is possible to achieve* • I feel very energetic • I am normally free from stress and anxiety • I have a very large network of friends and colleagues • I make an effort in my physical appearance • I put my heart and soul into my work* • I passionately put my heart and soul into my work • I find my life purpose in my job • I do not take anything personally • I make a difference in the world by serving others* 	<ul style="list-style-type: none"> • I inspire people to achieve their unlimited potential • We are making a global impact* • We can achieve what other people thought cannot be done • We are all connected* • We form ever growing networks • I am living a fulfilled life • I have great awareness of myself and others* • I inspire and receive top performance from others • There is a sense of community at my workplace • I have close bonding with my co-workers • We are free to express creativity • I feel I do what I was born to do • I am inspiring and energizing others to give exceptional performance* • There is no place for ego in this workplace • I release control* • I show a strong empathy to others • I have a very strong connection with mine and other people's emotions • I see everybody as equal to me and others • I know what I am passionate about and my life purpose 	<ul style="list-style-type: none"> • People form ever growing informal networks • There is a strong sense of community • There is a common passion to 'make a difference' in the world • People feel free to express themselves and work towards 'big' ideas • Relationships and interpersonal skills are strong 	<ul style="list-style-type: none"> • We • Our • Team • Achievement • Fantastic • Perfect • Trust • Transparency • No boundaries • Have • Purpose • Values

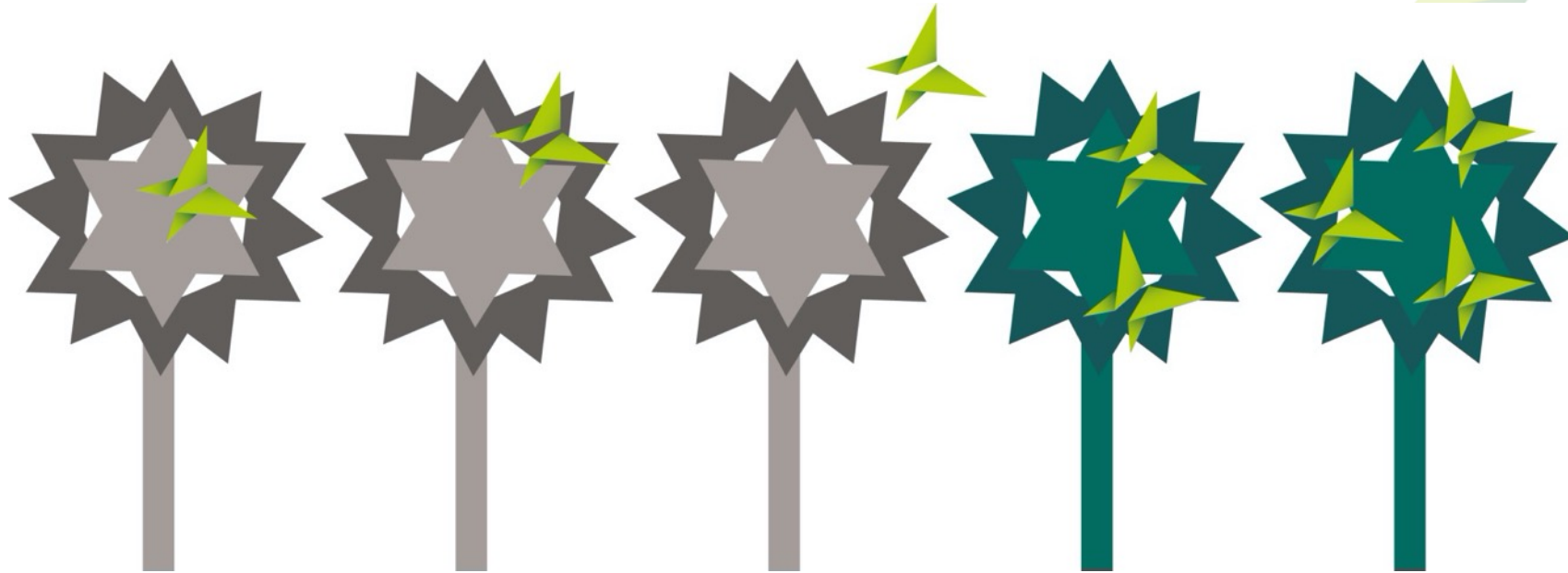
Further information

We offer individual coaching, team coaching, and workshops designed to help to achieve an individual shift for leaders.

www.themanagementshift.com

For specific enquiries please email:
info@themanagementshift.com

EMERGENT LEADERSHIP MODEL HELPS YOU TO EMBRACE A NEW LEVEL OF THINKING AND SUCCESS



“The significant problems we face cannot be solved at the same level of thinking we were at when we created them”.

PETER DRUCKER



START YOUR INDIVIDUAL SHIFT TODAY!

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