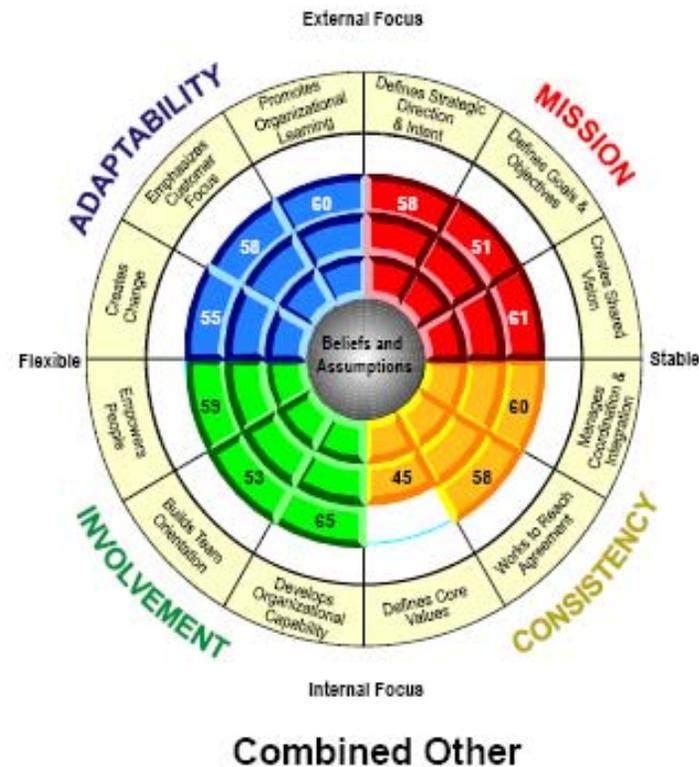
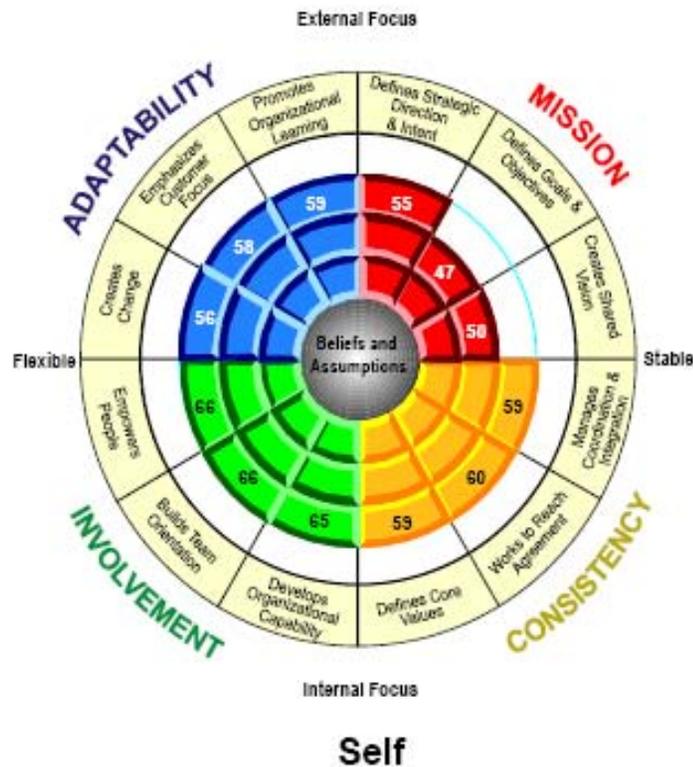


# DLA – Overall Composite (2006)



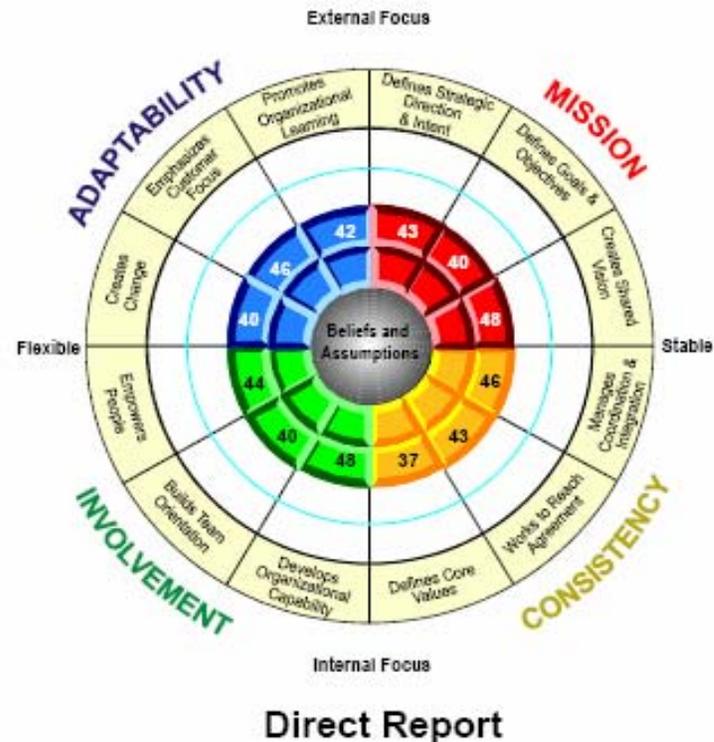
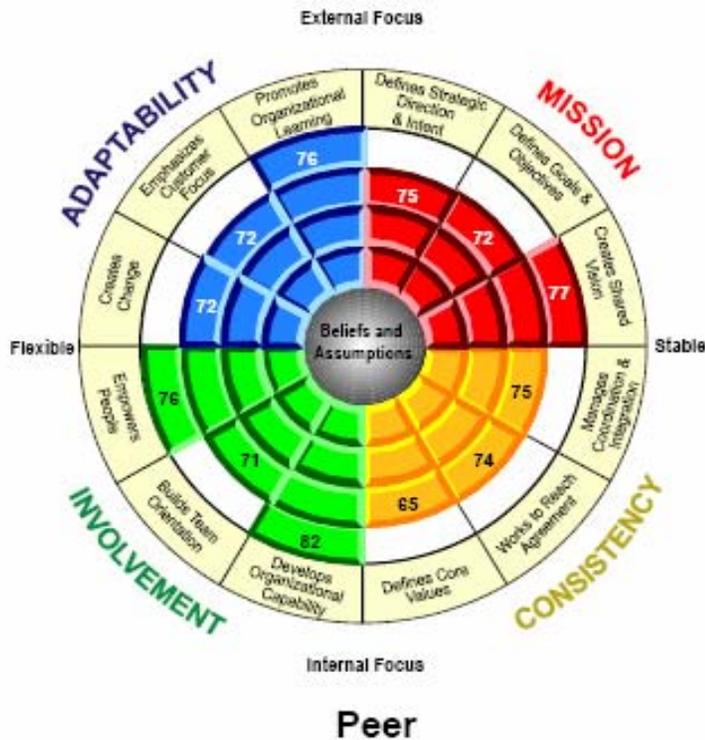
## Leaders' Perceptions of Themselves:

- 10 of 12 (83%) attributes in the 3<sup>rd</sup> quartile.
- 2 of 12 (17%) attributes in the 2<sup>nd</sup> quartile.
- Team Orientation/Empowerment, Involvement, and Internal Focus are the strongest leadership skills.
- Goals and Objectives, Mission, and External Focus are the most challenging leadership skills.
- **Average Percentile Score: 58.3**

## Others' Perceptions of Leaders:

- 11 of 12 (92%) attributes in the 3<sup>rd</sup> quartile.
- 1 of 12 (8%) attributes in the 2<sup>nd</sup> quartile.
- Organizational Capability, Involvement, and Flexibility are the strongest leadership skills.
- Core Values, Consistency, and Stability are the most challenging leadership skills.
- **Average Percentile Score: 56.9**

# DLA – Overall Composite (2006)



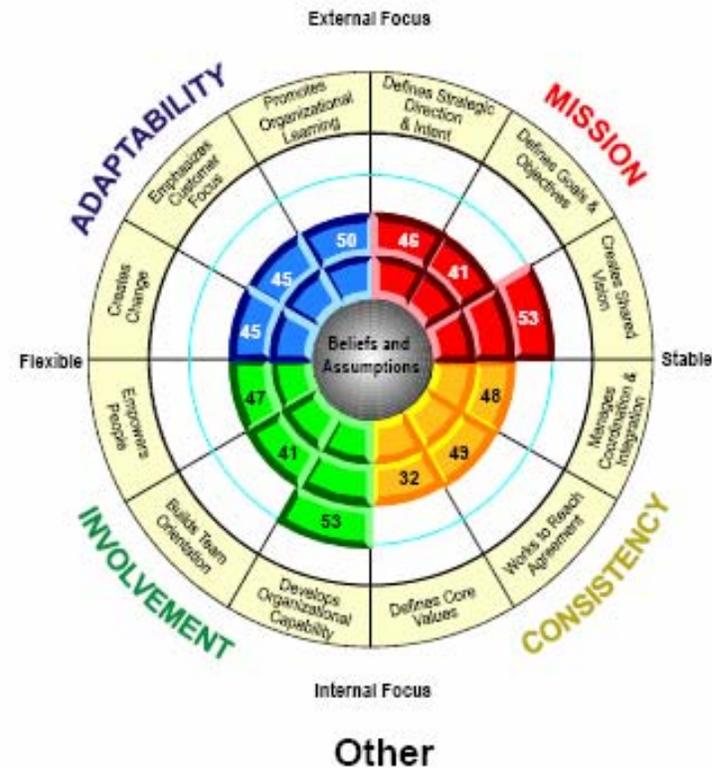
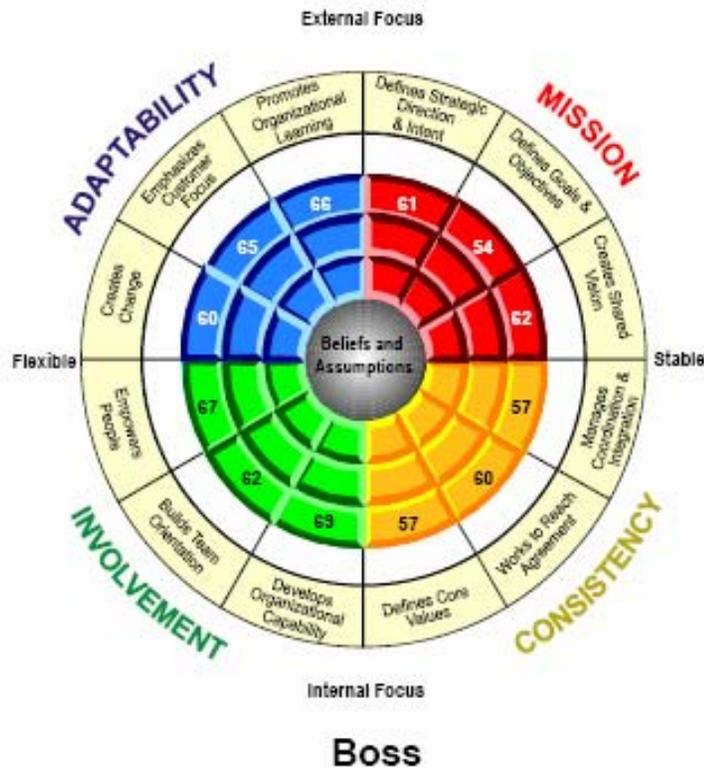
## Peers' Perceptions of Leaders:

- 4 of 12 (33%) attributes in the 4<sup>th</sup> quartile.
- 8 of 12 (67%) attributes in the 3<sup>rd</sup> quartile.
- Organizational Capability, Involvement, and Flexibility are the strongest leadership skills.
- Core Values, Consistency, and Stability are the most challenging leadership skills.
- **Average Percentile Score: 73.9**

## Direct Reports' Perceptions of Leaders:

- 12 of 12 (100%) attributes in the 2<sup>nd</sup> quartile.
- Organizational Capability/Vision, Involvement, and Flexibility are the strongest leadership skills.
- Core Values, Consistency, and Stability are the most challenging leadership skills.
- **Average Percentile Score: 43.1**

# DLA – Overall Composite (2006)



## Boss' Perceptions of Leaders:

- 12 of 12 (100%) attributes in the 3<sup>rd</sup> quartile.
- Organizational Capability, Involvement, and Flexibility are the strongest leadership skills.
- Goals and Objectives, Consistency, and Stability are the most challenging leadership skills.
- **Average Percentile Score: 61.7**

## Others' Perceptions of Leaders:

- 2 of 12 (17%) attributes in the 3<sup>rd</sup> quartile.
- 10 of 12 (83%) attributes in the 2<sup>nd</sup> quartile.
- Organizational Capability/Vision, Involvement, and Flexibility are the strongest leadership skills.
- Core Values, Consistency, and Stability are the most challenging leadership skills.
- **Average Percentile Score: 45.8**