

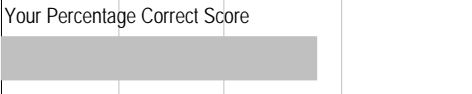
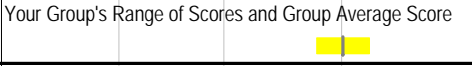
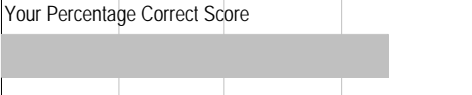
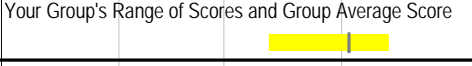
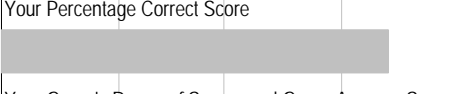
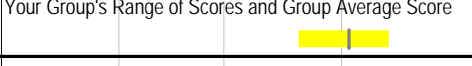
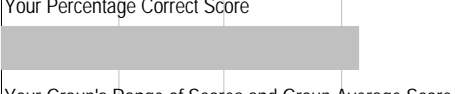
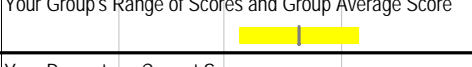
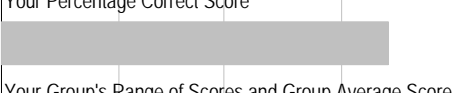
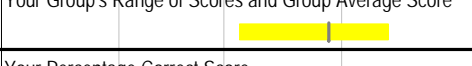
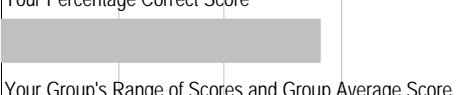
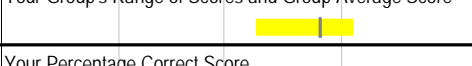
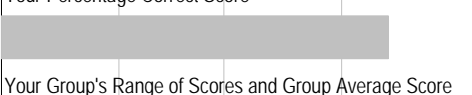
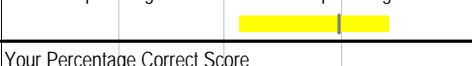
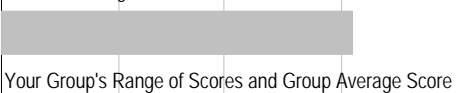

# Your KnowLEDGE for Leaders Assessment Results

Name: DOE JR., JOHN Q

Organization: Edge Training Systems, Inc.

International  
Percentile  
Rank

Strengths  
and Needs

Task	Percentage Correct	0% 25% 50% 75% 100%	Rank	Strengths and Needs
<b>Coaching &amp; Counseling</b> Incorrect answers given to questions: 7,15,22,28,56	Number of Questions = 17 Questions Attempted = 17 Questions Correct = 12 Percentage Correct = <b>70.6%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>54.5</b> percent of all others taking this assessment.	Okay
<b>Communicating Effectively</b> Incorrect answers given to questions: 11,118	Number of Questions = 15 Questions Attempted = 15 Questions Correct = 13 Percentage Correct = <b>86.7%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>95.0</b> percent of all others taking this assessment.	Strength
<b>Influence &amp; Negotiation</b> Incorrect answers given to questions: 36,96	Number of Questions = 15 Questions Attempted = 15 Questions Correct = 13 Percentage Correct = <b>86.7%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>95.2</b> percent of all others taking this assessment.	Strength
<b>Managing Change</b> Incorrect answers given to questions: 87,104,105	Number of Questions = 15 Questions Attempted = 15 Questions Correct = 12 Percentage Correct = <b>80.0%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>90.3</b> percent of all others taking this assessment.	Okay
<b>Performance Management</b> Incorrect answers given to questions: 78,79	Number of Questions = 15 Questions Attempted = 15 Questions Correct = 13 Percentage Correct = <b>86.7%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>88.4</b> percent of all others taking this assessment.	Strength
<b>Setting Goals &amp; Standards</b> Incorrect answers given to questions: 62,83,98,99	Number of Questions = 14 Questions Attempted = 14 Questions Correct = 10 Percentage Correct = <b>71.4%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>54.3</b> percent of all others taking this assessment.	Okay
<b>Managing Conflict</b> Incorrect answers given to questions: 59,65	Number of Questions = 15 Questions Attempted = 15 Questions Correct = 13 Percentage Correct = <b>86.7%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>92.1</b> percent of all others taking this assessment.	Strength
<b>Problem Solving &amp; Decision Making</b> Incorrect answers given to questions: 2,8,102	Number of Questions = 14 Questions Attempted = 14 Questions Correct = 11 Percentage Correct = <b>78.6%</b>	Your Percentage Correct Score  Your Group's Range of Scores and Group Average Score 	You scored as well as or better than <b>80.4</b> percent of all others taking this assessment.	Okay

# TOTAL

Number of Questions = 120  
Questions Attempted = 120  
Questions Correct = 97  
Percentage Correct =

**80.8%**

Your Percentage Correct Score

Your Group's Range of Scores and Group Average Score

You scored as well as or better than

**86.8**

percent of all others taking this assessment.

## A Few Definitions . . .

### Your Group's Range of Scores & Group Average Score

The gray bar graph indicates the range of percentage correct scores achieved by the other members of your group, from lowest to highest. The darker gray vertical line indicates the group's overall average score.

### Your group is comprised of:

*All the participants from your organization submitted for scoring at the same time.*

### Percentile Rank

Your Percentile Rank score shows how well you did in comparison to others who have taken this assessment. Your Percentile Rank Score represents the percentage of the population you scored as well as or better than. For example, a Percentile Rank of 62 would indicate that your performance was as good or better than that of 62% of all other participants to whom your performance was compared.

The Percentile Rank score on this report was based on a comparison of your performance to that of:

*All participants who have completed this assessment.*

### Strengths and Needs

Your performance in a particular task is deemed a Strength, Need, or Okay based on the following criteria:

*Percentage Correct equal to or greater than 85 = Strength;*

*Percentage Correct between 70 and 85 = Okay;*

*Percentage Correct less than 70 = Need.*

### Development Center Login

Upon completing this assessment, you have access to additional resources found in the Edge Leadership Development Center online at:

<http://www.edgetraining.com/assessment/>

Use the username and password below to login and then click on the Development Center tab.

USERNAME: EdgeDoeJrJohnQ@edge.com

PASSWORD: guest

## ◆ A Direction for Growth

Assessing strengths is a critical step in the leadership development process. After all, you can't measure growth until you know where you stand. But it's by no means the final step. Think of this assessment as a compass that points you in the right directions for professional growth.

The next step is developing needs into strengths. Not sure where to start? Point your mouse to our online Development Center. In it you'll find useful articles on a wide range of subjects from coaching employees to resolving conflict, and much in between. You can also review the KnowLEDGE for Leaders assessment questions, although, to protect the integrity of the assessment, correct answers are not provided online.

## ◆ Mapping a Development Course

In addition to the KnowLEDGE for Leaders Assessment, We provide the following developmental resources:

### e-Learning Courseware -

We offer an e-Learning course bundle (if purchased by your organization) that directly correlate with the core competencies measured in the KnowLEDGE for Leaders Assessment. Web-based training courses feature simulated learning experiences, discovery questions to stimulate thinking, and a self-testing approach that guides users to the information they need to master key concepts and skills.

**360-Degree Feedback -** This multi-rater assessment tool lets you collect confidential feedback from supervisors, direct reports, peers, and customers to identify strengths and needs as perceived by others. 360-Degree Feedback results can be combined with KnowLEDGE assessment results to give the most complete Leadership assessment available.

## ◆ What's Next?

- Use the form included with this report to establish objectives and chart an action plan for further development.
- Browse through the Development Center using the login information provided in the bottom left-hand corner of this report.
- Enroll in an e-Learning Leadership course through the online Development Center.