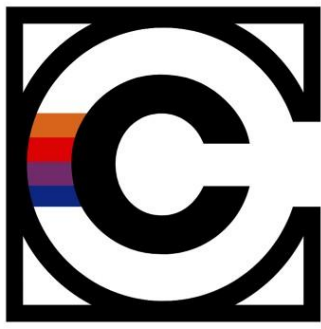




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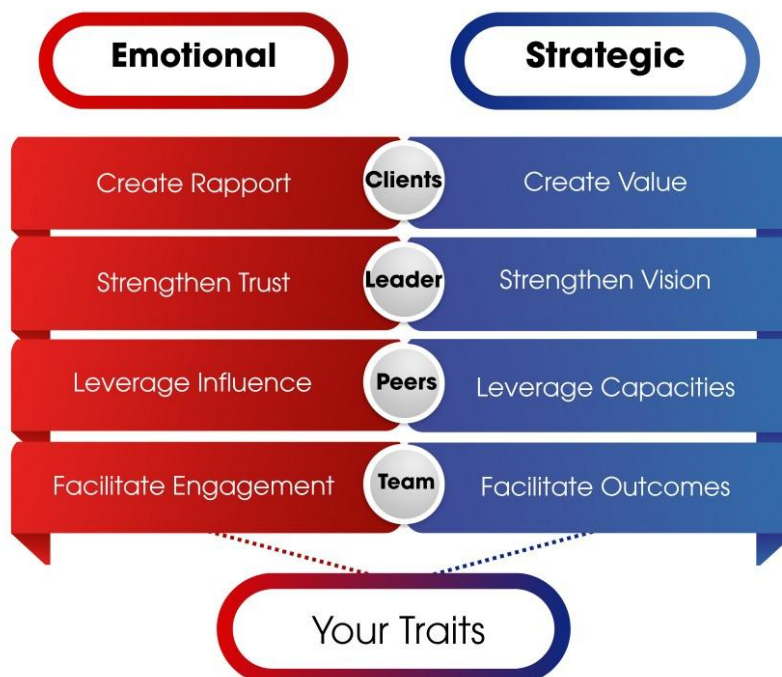
Core Connections Leaderview Report™

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This report is confidential and intended for use by the individual taking the survey.



Your Core Connections Leaderview Report™

Leadership today is defined not only by results but by the quality of the relationships you build.

This report is designed to give you a clear snapshot of your leadership effectiveness across the connections that matter most: with your team, peers, leaders, and clients.

Your results highlight where you are strongest, where you have room to grow, and how your natural traits and organizational context shape your impact.

Think of this as both a mirror and a roadmap. It's a tool to spark insight, not a final judgment.

Note: This report is for individual professional development purposes. It is **not** intended to be used for hiring decisions or selection into programs or opportunities.

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How to Read Your Scores

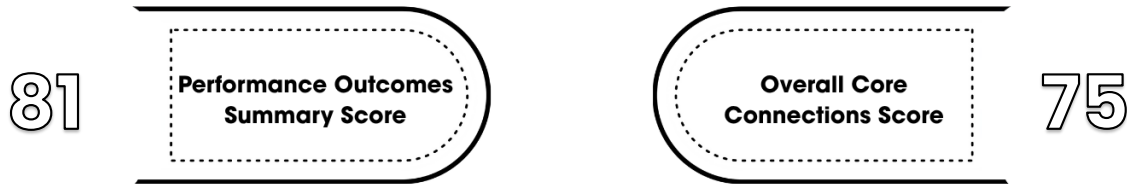
Your scores are reported on a **0–100 scale**. They represent the degree to which you demonstrate specific leadership behaviors based on your responses.

Think of each score as feedback on how consistently you show up in that area, not a label of who you are. A higher score reflects more frequent or reliable demonstration of the behaviors, while a lower score signals an opportunity to grow.

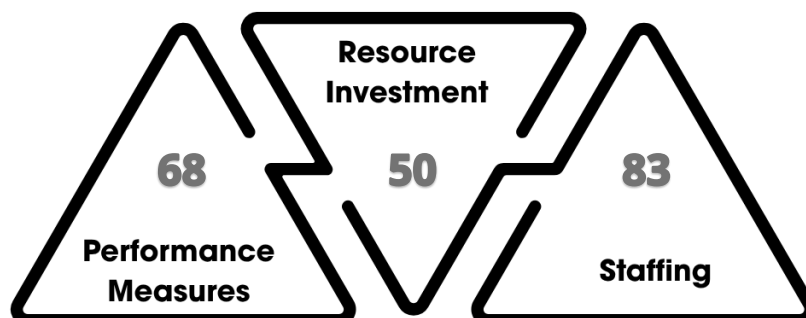
Score Zones

Range	Zone	Description
0–20	Significant Growth Zone	Behaviors are rarely demonstrated. Focused development here could have a major impact.
21–40	Early Development Zone	Behaviors show up inconsistently. Building awareness and practicing deliberately can raise your effectiveness.
41–60	Developing Zone	Behaviors are present but uneven. With refinement, this area can shift into a strength.
61–80	Strong Zone	Behaviors are often visible and contribute positively to your leadership. Continue to build consistency.
81–100	Exceptional Zone	Behaviors are highly consistent and well-integrated into your leadership. Leverage these strengths to elevate others and model best practice.

Leaderview Report Scores Dashboard



Organizational Factors



Dashboard Explanation

Your **Leaderview Report Scores Dashboard** highlights five key parts of your leadership profile.

Performance Outcomes Summary Score

This score reflects your overall impact as a leader, based on broad measures of effectiveness, team performance, organizational contribution, and inspiration. It serves as a benchmark for linking your leadership behaviors to the outcomes they create.

Overall Core Connections Score

This score represents your combined performance across all eight focus areas. It reflects how consistently you demonstrate the behaviors that strengthen leadership connections with clients, leaders, peers, and teams.

Focus Areas

Each of the eight focus areas represents a set of leadership behaviors that matter most for building strong connections. Together, they form the **Core Connections Leadership Framework™**.

- **Create Rapport (Clients + Emotional)** - Build genuine, trust-based relationships with clients through active listening, cultural awareness, and authentic connection.
- **Create Value (Clients + Strategic)** - Deliver meaningful results for clients by applying business acumen, client focus, and global perspective.
- **Strengthen Trust (Leader + Emotional)** - Earn confidence from your direct leader through authenticity, dependability, and integrity.
- **Strengthen Vision (Leader + Strategic)** - Provide direction by articulating a compelling vision, aligning with your leader's broader vision, anticipating challenges, and applying strategic analysis.
- **Leverage Influence (Peers + Emotional)** - Shape collaboration with peers through influence and joint problem-solving.

- **Leverage Capacities (Peers + Strategic)** - Achieve more collectively by building networks, practicing enterprise thinking, and demonstrating organizational awareness.
- **Facilitate Engagement (Team + Emotional)** - Create a connected, motivated team environment by fostering psychological safety, resolving conflict, and recognizing contributions.
- **Facilitate Outcomes (Team + Strategic)** - Drive team performance through developing others, planning and organizing, change leadership, and results orientation.

Your Traits

These five personality traits shape how your leadership behaviors show up in daily practice:

- **Curious** – Willingness to explore new ideas.
- **Disciplined** – Structure and follow-through.
- **Outgoing** – Energy in engaging others.
- **Cooperative** – Empathy and collaboration.
- **Resilient** – Stability under stress.

High or low scores in these areas are not “good” or “bad”. They simply highlight natural tendencies that can serve as strengths or potential watch-outs.

Organizational Factors

Your leadership does not operate in isolation. These scores reflect how you perceive your organization’s performance environment:

- **Performance Measures** – Clarity and alignment of goals.
- **Resource Investment** – Access to tools, training, and support.
- **Staffing** – The people capacity needed to succeed.

Create Rapport (Clients – Emotional)

91

Create Rapport

Definition

Build genuine, trust-based relationships with clients through active listening, cultural awareness, and authentic connection.

Competencies

- **Active Listening** – Demonstrates full attention to what clients communicate.
- **Cultural Awareness** – Shows respect for cultural perspectives in client interactions.
- **Relationship Building** – Establishes genuine connection with clients.

Why It Matters

Strong client relationships are the foundation of lasting partnerships. When clients feel heard, respected, and personally connected, they are more likely to share critical information, trust your recommendations, and see you as a partner rather than a vendor. Rapport transforms transactions into long-term collaboration.

What Strong Practice Looks Like

Leaders who excel at creating rapport listen deeply, adapt to cultural differences, and show genuine interest in clients' needs. They ask thoughtful questions, reflect back understanding, and remember personal details that make clients feel valued. Over time, these leaders become trusted advisors whose relationships open doors to new opportunities.

How to Grow

- Slow down and give clients your full attention in conversations. Silence distractions and focus on their words and tone.
- Show cultural sensitivity by learning about your clients' backgrounds and tailoring your approach accordingly.
- Make a habit of checking in on client priorities and personal milestones to strengthen connection.
- Practice reflecting back what you've heard to confirm understanding and demonstrate care.

Create Value (Clients – Strategic)

83



Definition

Deliver meaningful results for clients by applying business acumen, client focus, and global perspective.

Competencies

- **Business Acumen** – Applies financial and operational insight to create value.
- **Client Focus** – Prioritizes client needs when making decisions.
- **Global Perspective** – Considers international trends when evaluating opportunities.

Why It Matters

Clients measure value not only by your knowledge, but by how well you apply it to their most important goals. Creating value means helping clients solve problems, seize opportunities, and stay ahead of industry shifts. It turns good relationships into indispensable partnerships where clients see you as essential to their success.

What Strong Practice Looks Like

Leaders who consistently create value understand their clients' business models, anticipate needs, and frame recommendations in terms of measurable impact. They balance short-term wins with long-term positioning and provide insights that clients could not have developed on their own. By blending financial literacy, market awareness, and client focus, these leaders help organizations achieve outcomes that matter most.

How to Grow

- Deepen your business knowledge in your clients' industries to provide context-rich advice.
- Ask probing questions to uncover client priorities before offering solutions.
- Connect client challenges to broader market or global trends to add perspective.
- Regularly demonstrate how your work ties to clients' financial or operational outcomes.

Strengthen Trust (Leader – Emotional)

62

Strengthen Trust

Definition

Earn confidence from your direct leader through authenticity, dependability, and integrity.

Competencies

- **Authenticity** – Expresses genuine beliefs with transparency.
- **Dependability** – Takes ownership of outcomes without deflection.
- **Personal Integrity** – Acts consistently with stated values.

Why It Matters

Trust with your leader is essential for influence, career growth, and organizational impact. When leaders know they can count on you, they grant more autonomy, provide greater support, and involve you in critical decisions.

What Strong Practice Looks Like

Leaders who strengthen trust are transparent, follow through on commitments, and align their actions with values. They own mistakes, communicate openly, and handle sensitive issues with honesty. Over time, they become known as reliable partners their leaders can depend on in any circumstance.

How to Grow

- Communicate candidly with your leader, even when the message is difficult.
- Keep commitments consistently and acknowledge mistakes quickly.
- Clarify expectations and proactively update your leader on progress.
- Regularly connect your decisions and actions back to your core values.

Strengthen Vision (Leader – Strategic)

54

Strengthen Vision

Definition

Provide direction by articulating a compelling vision, aligning with your leader's broader vision, anticipating challenges, and applying strategic analysis.

Competencies

- **Visioning** – Articulates a compelling picture of the future.
- **Anticipating Challenges** – Proactively identifies risks and opportunities to prepare for the future.
- **Strategic Analysis** – Evaluates complex issues with long-term perspective to guide decisions.

Why It Matters

Vision provides clarity and inspires alignment. When your vision is connected to your leader's broader direction, it ensures consistency and reinforces organizational momentum. Leaders who anticipate challenges and think strategically position their teams and organizations to thrive.

What Strong Practice Looks Like

Leaders strong in this area translate strategy into clear direction, anticipate risks, and propose solutions with foresight. They connect their perspective to their leader's priorities, ensuring consistency, and inspire confidence by showing that they can see around corners.

How to Grow

- Build and promote your vision when you have autonomy to set direction.
- Actively seek out your leader's vision and priorities, then align your plans accordingly.
- Regularly scan for emerging trends and risks in your environment.
- Use frameworks or models to analyze complex challenges with a long-term lens.
- Communicate future direction in a way that inspires confidence and clarity.

Leverage Influence (Peers – Emotional)

64

Leverage Influence

Definition

Shape collaboration with peers through influence and joint problem-solving.

Competencies

- **Influence** – Shapes peer decisions through credibility.
- **Collaboration** – Works jointly with peers to achieve shared goals.

Why It Matters

Your peers are often critical partners in driving cross-functional success. Influence and collaboration ensure alignment across boundaries, prevent silos, and strengthen organizational agility.

What Strong Practice Looks Like

Leaders skilled in leveraging influence build credibility by delivering results and supporting others' goals. They seek mutual wins, share resources, and engage in problem-solving that prioritizes enterprise-wide outcomes over individual agendas.

How to Grow

- Strengthen your credibility with peers by consistently delivering on commitments.
- Offer help and share resources before asking for them.
- Frame requests in terms of shared goals and mutual benefit.
- Practice collaborative problem-solving that balances different perspectives.

Leverage Capacities (Peers – Strategic)

77



Definition

Achieve more collectively by building networks, practicing enterprise thinking, and demonstrating organizational awareness.

Competencies

- **Builds Networks** – Creates relationships strategically across the organization.
- **Enterprise Thinking** – Prioritizes organizational success over functional interests.
- **Organizational Awareness** – Understands internal dynamics that affect decisions.

Why It Matters

The ability to see across the enterprise and connect resources unlocks solutions bigger than any single function. Leaders who leverage capacities help organizations move faster, innovate more, and respond effectively to complex challenges.

What Strong Practice Looks Like

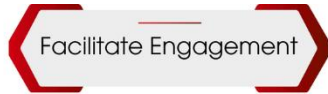
Leaders strong in this area maintain networks across the organization, share talent and expertise, and use their awareness of internal dynamics to remove barriers. They balance their functional priorities with enterprise success, creating alignment and collaboration at scale.

How to Grow

- Expand your network intentionally beyond your immediate function or team.
- Consider organizational impact, not just local outcomes, when making decisions.
- Build awareness of power dynamics, culture, and politics that shape outcomes.
- Share resources and expertise across departments to strengthen enterprise capacity.

Facilitate Engagement (Team – Emotional)

83



Definition

Create a connected, motivated team environment by fostering psychological safety, resolving conflict, and recognizing contributions.

Competencies

- **Creates Psychological Safety** – Fosters an environment where team members feel safe to contribute.
- **Conflict Resolution** – Addresses disagreements constructively.
- **Recognizing Contributions** – Acknowledges individual and team accomplishments visibly.

Why It Matters

Engagement is the lifeblood of team performance. When people feel safe, recognized, and supported, they bring more energy, creativity, and commitment to their work.

What Strong Practice Looks Like

Leaders who facilitate engagement listen openly, encourage diverse perspectives, and address conflicts directly but respectfully. They make recognition a regular practice, which builds morale and fosters belonging.

How to Grow

- Invite input from every team member during discussions.
- Address disagreements early with curiosity and fairness.
- Celebrate small and large wins regularly, both privately and publicly.
- Demonstrate vulnerability by admitting your own mistakes or uncertainties.

Facilitate Outcomes (Team – Strategic)

86



Definition

Drive team performance through developing others, planning and organizing, change leadership, and results orientation.

Competencies

- **Develops Others** – Builds capability through coaching and delegation.
- **Planning and Organizing** – Structures tasks to deliver work efficiently.
- **Change Leadership** – Guides teams through transitions with confidence.
- **Drives Results** – Maintains focus on achieving measurable outcomes.

Why It Matters

Teams succeed when leaders set clear expectations, build capability, and hold focus on results. Effective outcomes leadership ensures that effort translates into measurable impact.

What Strong Practice Looks Like

Leaders strong in this area set direction, allocate resources wisely, and coach team members to grow. They adapt during change without losing focus on results, balancing efficiency with long-term capability building.

How to Grow

- Set clear goals and break work into structured plans.
- Use coaching and delegation to develop team skills.
- Communicate openly during change and provide steady direction.
- Track and celebrate measurable results to sustain motivation.

Traits Deep Dive

Your personality traits shape how your leadership behaviors show up day-to-day. These results don't label you as "good" or "bad." Instead, they highlight natural tendencies. Some may strengthen your leadership. Others may require attention.

Your Traits

Curious

Your Score: **82**

Definition

Curious leaders embrace new ideas, value innovation, and adapt to changing environments.

High Score Strengths

Explores fresh perspectives, encourages experimentation, and helps teams adapt to change.

Low Score Watch-Outs

May prefer routine and resist new methods, providing stability but potentially limiting innovation.

How to Grow

If high, balance exploration with disciplined follow-through. If lower, try piloting one new idea each quarter and seek input from people with different perspectives.

Disciplined

Your Score: **63**

Definition

Disciplined leaders are organized, focused, and consistent in meeting commitments.

High Score Strengths

Brings structure, consistency, and strong follow-through that builds trust and confidence.

Low Score Watch-Outs

May appear flexible or spontaneous but risk being perceived as inconsistent or inattentive to detail.

How to Grow

If high, practice flexibility when conditions shift. If lower, strengthen consistency by setting small, trackable goals and holding yourself accountable.

Outgoing

Your Score: **91**

Definition

Outgoing leaders gain energy from interacting with others and thrive in visible, high-energy settings.

High Score Strengths

Motivates teams, communicates enthusiasm, and creates momentum in group settings.

Low Score Watch-Outs

May prefer thoughtful, one-on-one interactions and risk being overlooked in larger forums.

How to Grow

If high, balance speaking with listening to ensure others are heard. If lower, set a goal to contribute one idea in each group discussion.

Cooperative

Your Score: **85**

Definition

Cooperative leaders prioritize trust, fairness, and collaboration.

High Score Strengths

Empathetic and supportive, often skilled at building trust and resolving conflict.

Low Score Watch-Outs

May be seen as blunt, competitive, or less empathetic if collaboration is overlooked.

How to Grow

If high, pair empathy with candor when performance issues arise. If lower, practice acknowledging others' contributions before sharing your own perspective.

Resilient

Your Score: **78**

Definition

Resilient leaders stay composed under stress and recover quickly from setbacks.

High Score Strengths

Remain calm and steady in challenging situations, helping teams feel safe and supported.

Low Score Watch-Outs

May be more sensitive to stress or criticism, which can impact decision-making or relationships.

How to Grow

If high, balance steadiness with vulnerability so others see you as approachable. If lower, build resilience through stress-management routines (reflection, mindfulness, exercise) and by asking for support when needed.

Organizational Performance Drivers Deep Dive

Your leadership impact is shaped by the environment you operate in. These scores reflect how you experience the systems and structures around you. They highlight where your organization enables success and where constraints may limit performance.



Performance Measures

Your Score: **68**

Definition

The clarity and alignment of goals, metrics, and expectations within your organization.

High Score Strengths

Clear performance measures help you and your team focus on what matters most and track progress confidently.

Low Score Watch-Outs

Unclear or shifting measures can create confusion, competing priorities, or wasted effort.

How to Grow Influence Here

- Ask clarifying questions when goals are unclear.
- Translate high-level targets into concrete team objectives.
- Share progress visibly to build alignment and accountability.

Resource Investment

Your Score: **50**

Definition

The extent to which your organization provides the tools, training, and support needed for success.

High Score Strengths

Strong resource investment enables efficiency, innovation, and consistent performance.

Low Score Watch-Outs

Limited resources may require difficult trade-offs, increasing stress or limiting growth.

How to Grow Influence Here

- Advocate for resources by linking them to business outcomes.
- Find creative ways to stretch existing tools or leverage partnerships.
- Share data on resource gaps to build the case for investment.

Staffing

Your Score: **83**

Definition

The capacity and capability of people available to meet organizational needs.

High Score Strengths

Adequate staffing allows for balanced workloads, sustainable performance, and space for development.

Low Score Watch-Outs

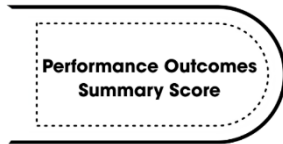
Staffing shortages can cause burnout, missed opportunities, and strained relationships.

How to Grow Influence Here

- Support team members by prioritizing the most critical work.
- Highlight capacity challenges to your leader with data and examples.
- Develop cross-training or delegation strategies to spread workload effectively.

Leadership Outcomes Deep Dive

Performance Outcomes Summary Score

81

Questions Asked

- How effective am I as a leader?
- How well does my team perform under my leadership?
- How much do I contribute to my organization's success?
- How inspiring am I to those I lead or influence?

Definition

Reflects your overall impact as a leader, combining effectiveness, team performance, organizational contribution, and inspiration.

High Score Strengths

Indicates strong confidence in your leadership and visible impact across outcomes that matter most.

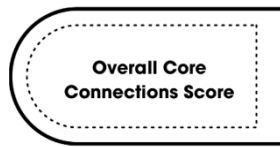
Low Score Watch-Outs

May reflect self-doubt or real performance challenges; either way, it points to opportunities for growth in impact.

How to Grow

- Seek feedback from multiple perspectives to validate your self-view.
- Focus on one leadership behavior to strengthen and track its effect on results.
- Connect daily actions directly to broader organizational outcomes.

Overall Core Connections Score

75

How It's Calculated

This score is the combined average of your results across the eight focus areas of leadership.

Definition

Represents how consistently you demonstrate the leadership behaviors that build strong connections with clients, leaders, peers, and teams.

High Score Strengths

Shows that you regularly display effective leadership behaviors across multiple contexts and relationships.

Low Score Watch-Outs

Suggests inconsistency in how you show up across different situations or relationships, which may limit your overall effectiveness.

How to Grow

- Identify your strongest focus area and use it as a model in other contexts.
- Target one or two lower-scoring areas for deliberate improvement.
- Reflect on how your traits and organizational context may be shaping consistency.

Leadership Competencies Overview

The 24 Emotional and Strategic Leadership Competencies

The table below shows your results across the 24 sub-competencies within the eight focus areas. Together, these scores provide a holistic snapshot of how balanced your leadership is today.

Emotional Competencies

Score	Level	Competency
100	Clients	Active Listening
80	Clients	Cultural Awareness
91	Clients	Relationship Building
58	Leader	Authenticity
62	Leader	Dependability
66	Leader	Personal Integrity
70	Peers	Collaboration
58	Peers	Influence
83	Team	Conflict Resolution
86	Team	Creates Psychological Safety
80	Team	Recognizing Contributions

Strategic Competencies

Score	Level	Competency
83	Clients	Business Acumen
87	Clients	Client Focus
79	Clients	Global Perspective
50	Leader	Anticipating Challenges
54	Leader	Strategic Analysis
58	Leader	Visioning
100	Peers	Builds Networks
77	Peers	Enterprise Thinking
54	Peers	Organizational Awareness
72	Team	Change Leadership
86	Team	Develops Others
86	Team	Drives Results
100	Team	Planning and Organizing

Integration: Seeing the Whole Picture

Your Leaderview Report brings together multiple perspectives on your leadership:

- **Focus Areas** show how you demonstrate specific leadership behaviors with clients, leaders, peers, and teams.
- **Traits** highlight your natural tendencies that shape how those behaviors show up.
- **Organizational Factors** reveal the context that enables or constrains your leadership.
- **Performance Outcomes and Overall Core Connections Score** provide the big picture view of your overall impact.

Connecting the Dots

Leadership is not one score or one behavior. It is a pattern. Look across your results to notice how these elements reinforce or challenge one another:

- Where do your **highest focus areas** align with strong outcomes?
- Which **traits or organizational factors** may be amplifying or limiting your results?
- Are there differences in how you show up with **clients, leaders, peers, and teams**?

Why This Matters

By integrating these insights, you move beyond isolated scores to a clearer understanding of your **leadership system**. Seeing the combined impact of who you are, how you behave, and where you work leads to comprehensive insights and actions.

Reflection & Action Plan

Part 1: Reflection

These prompts are designed to move beyond scores and help you connect with your leadership at a deeper level. Take time to reflect honestly, either by journaling privately or in conversation with a coach.

Your Values	
- What are your top five personal values? - How are these values showing up in your leadership today? - Where are you living them fully, and where do you feel tension or compromise?	
Why You Lead the Way You Do	
- Who or what most shaped your leadership patterns (family, mentors, bosses, culture, successes, failures)? - Which of those influences serve you well today? - Which might you need to unlearn or adapt to be more effective?	
Your Environment	
- How does your current role and organizational environment impact the way you show up as a leader? - In what ways does it enable or hinder your best leadership?	

Part 2: Action Plan Template

Use this page to translate insights into action. Select **2-3 priorities** that matter most for your leadership right now. They can be strengths you want to leverage further or growth areas you want to address.

Priority Area	Goal Statement	Specific Actions	Resources & Support	Timeline & Accountability
Example: Strengthen Vision	Align my team's goals more clearly to my leader's broader strategy	- Meet with leader quarterly to clarify vision - Share alignment map with my team - Review progress monthly	Leader conversations, team input, training	Start Q1; monthly check-ins with leader

Closing & Next Steps

Your **Core Connections Leaderview Report™** is not the end of the journey. It's the beginning of a clearer, more intentional approach to leadership.

The insights you've reviewed show:

- Where your leadership is strongest.
- Where you have opportunities to grow.
- How your traits and environment shape the way you show up.

Moving forward, return to your values often and choose one area that matters most right now to make steady progress.

Accelerate Your Growth

Your development has the highest impact when supported with clarity, accountability, and fresh perspective. Here are three ways to take the next step:

1. **Book Your Debrief Call** *(for existing coaching clients)*
A one-on-one session to walk through your results, clarify patterns, and prioritize actions. This ensures you get maximum value from your investment.
2. **Book a Discovery Call** *(for future clients)*
Explore how coaching, assessments, or tailored training programs can help you and your organization build stronger leadership connections and measurable results.
3. **Book a Speaking Engagement or Workshop** *(for organizations)*
Book an interactive session or keynote speech to provide shared language, practical tools, and immediate momentum for stronger leadership impact at your company.