



Barrett Values Centre

Leadership Group Example Leadership Values Assessment

Prepared by Barrett Values Centre



Leadership Group Example

Leadership Style	Level	Leadership Values (12 Leaders)	Observed Values
Wisdom/ Visionary	7		
Mentor/ Partner	6	● ● ●	●
Integrator/ Inspirer	5	● ● ●	● ● ●
Facilitator/ Influencer	4	○	● ●
Manager/ Organiser	3	● ●	● ● ● ● ●
Relationship Manager	2	●	
Crisis Manager	1		●
		IROS (P)=3-6-1-0 IROS (L)=0-0-0-0	IROS (P)=9-2-1-0 IROS (L)=0-0-0-0

Matches 2

coaching/ mentoring	6	6(R)	commitment	9	5(I)
humour/ fun	5	5(I)	collaborative working	8	6(R)
<i>analytical</i>	4	3(I)	integrity	8	5(I)
empathy	4	6(R)	business/ industry knowledge	7	4(I)
fairness	4	5(R)	drive and determination	7	4(I)
making a difference	4	6(O)	attention to detail	6	3(I)
passionate	4	5(I)	high standards	6	3(I)
relationship builder	4	2(R)	<i>analytical</i>	5	3(I)
<i>reliable</i>	4	3(R)	managing well under pressure	5	1(I)
team builder	4	4(R)	positive attitude	5	5(I)
			<i>reliable</i>	5	3(R)
			solution focus	5	3(O)

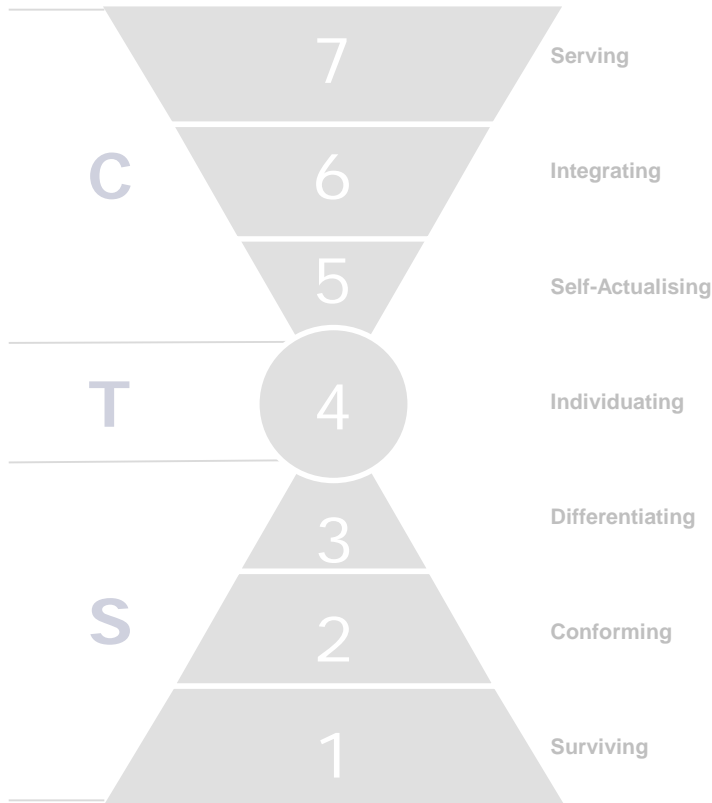
Orange=

P=Positive
L=Potentially Limiting (white circle)

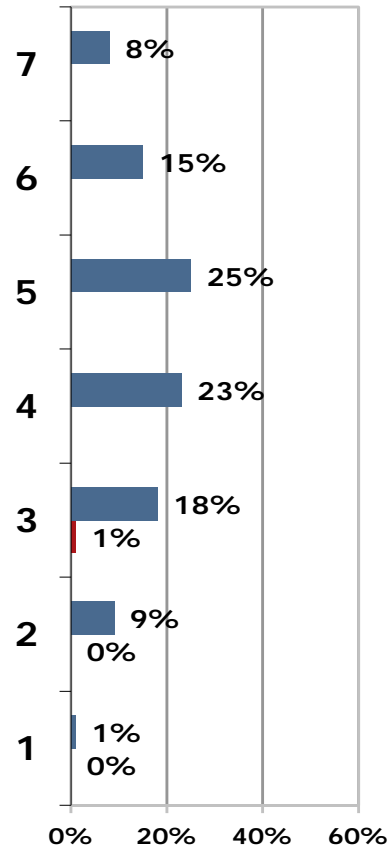
I=Individual
R=Relationship
O=Organisational
S=Societal



Leadership Group Example

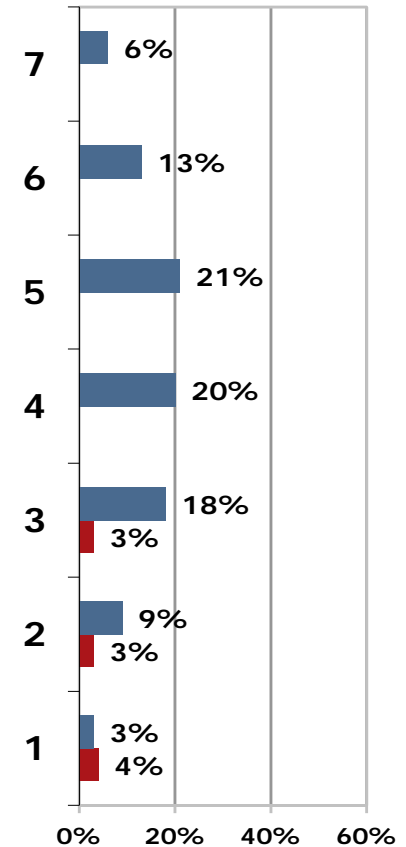


**Leadership Values
(12 Leaders)**



CTS = 48-23-29
Leadership Entropy = 1%

Observed Values



CTS = 40-20-40
Leadership Entropy = 10%

C=Common Good
T=Transformation
S=Self-Interest

■ Positive Values
■ Potentially Limiting Values

Leadership Group Plot Calculation- Explanatory Notes

Leadership Values Plot- method of calculation

The Leaders' Values are a composite picture of those values which each leader chose to reflect their operating/ management style.

When calculating the values chosen by the assessors, it is important to ensure that results are not skewed as a result of leaders having disparate numbers of assessors. The values demonstrated by the 'Leadership Group' should be a fair representation of those values which assessors most commonly experience.

Therefore for a value to 'score' as being clearly expressed by a leader, for the purposes of this group plot, it has to be recognised by at least 30% of their assessors. The number of votes represents the number of leaders in the group for whom this applies.

Leadership Distribution- method of calculation

The Leaders' Values are again a composite picture of the distribution of the values chosen by each leader.

In contrast to the method of calculation used for values chosen by assessors in the Values Plot, the graphical distribution of values shows the percentage of all values assessors chose for all leaders. This ensures that percentages, such as entropy, are reflective of the entropy experienced by assessors and are not 'hidden' by applying a percentage cut off as in the plots. It should be recognised therefore that these results are not an 'average' and may be affected by the results of certain leaders. It is recommended that these are looked at in conjunction with the individual LVA results, to assess if this could be the case.