



Barrett Values Centre

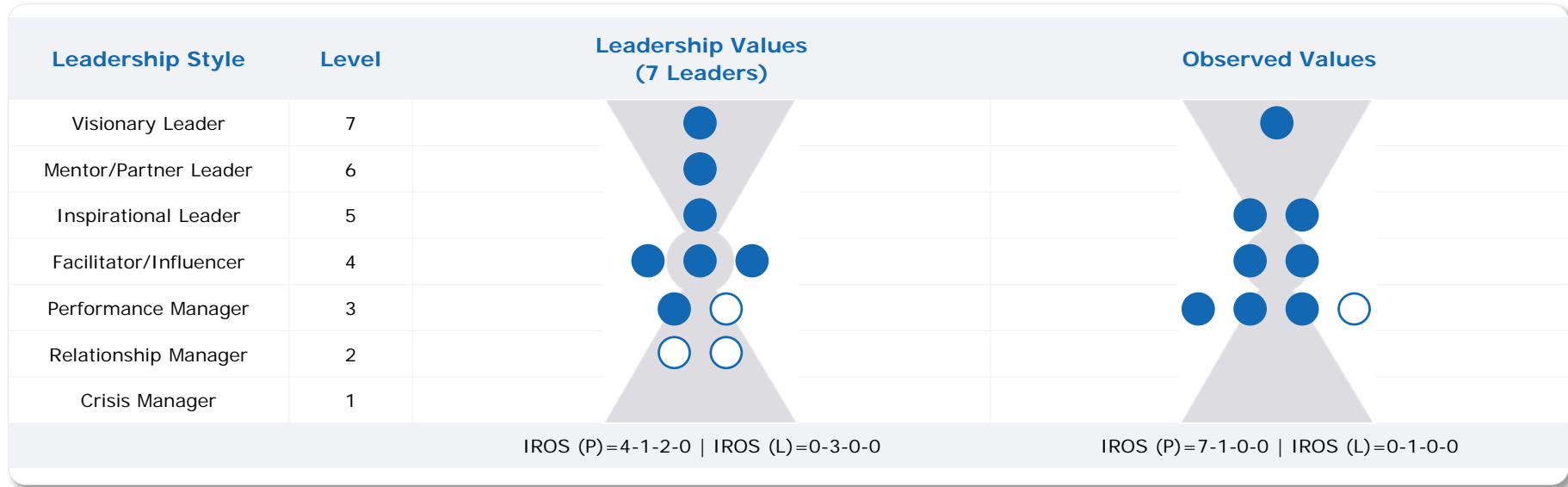
## Leadership Group Example Leadership Values Assessment

Prepared by

Barrett Values Centre



# Leadership Group Example



## Matches 3

<i>commitment</i>	4 5(I)	<i>commitment</i>	6 5(I)
<i>ethical</i>	4 7(I)	analytical	5 3(I)
ambitious	3 3(I)	<i>ethical</i>	5 7(I)
being liked (L)	3 2(R)	high standards	5 3(I)
big picture view	3 6(O)	integrity	4 5(I)
conflict avoider (L)	3 2(R)	accountability	3 4(R)
continuous improvement	3 4(O)	attention to detail	3 3(I)
<i>demanding (L)</i>	3 3(R)	business/ industry knowledge	3 4(I)
developing others	3 4(R)	<i>demanding (L)</i>	3 3(R)
open to new ideas	3 4(I)		

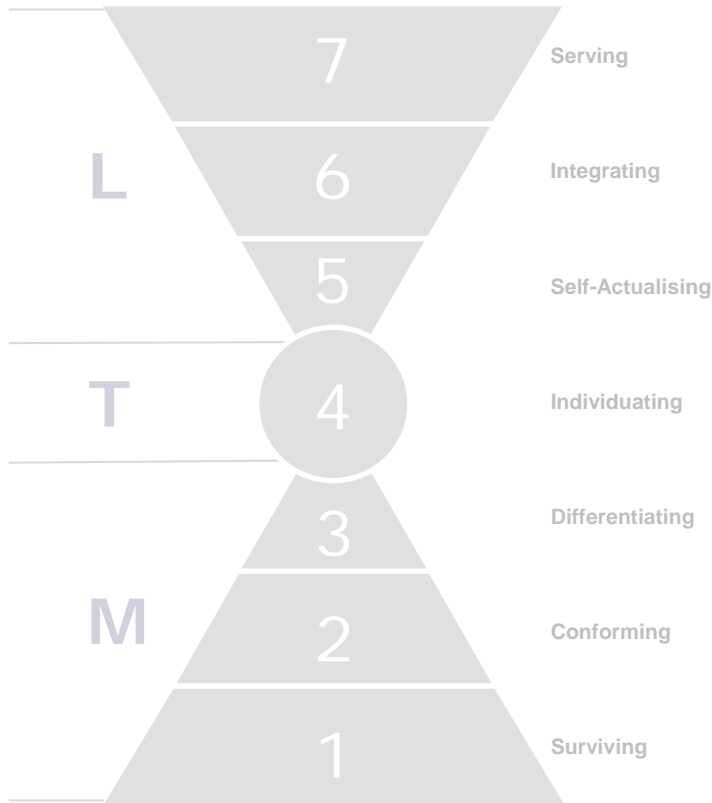
**Orange** = Values Match

P = Positive  
L = Potentially Limiting (white circle)

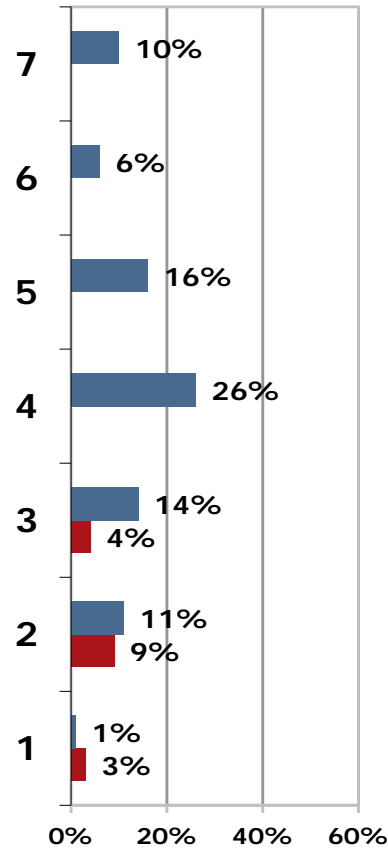
I = Individual  
R = Relationship  
O = Organisational  
S = Societal



# Leadership Group Example



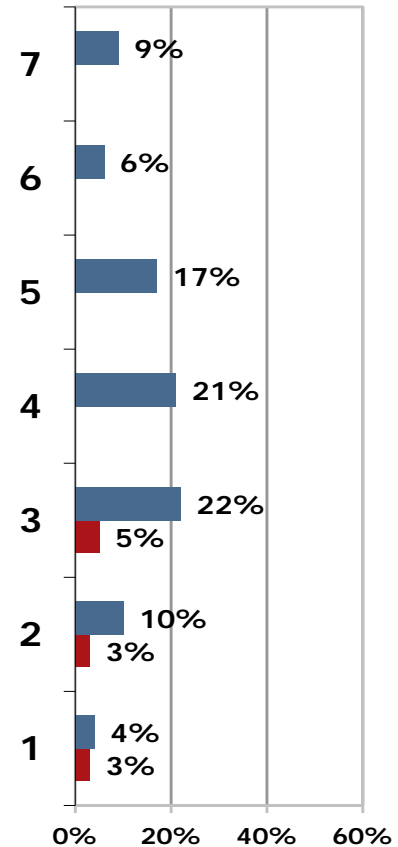
### Leadership Values (7 Leaders)



LTM = 32-26-42

Leadership Entropy = 16%

### Observed Values



LTM = 32-21-47

Leadership Entropy = 11%

L=Leadership  
T=Transformation  
M=Management

■ Positive Values  
■ Potentially Limiting Values



# Leadership Group Example

## LEADERSHIP ENTROPY TABLE

This table shows by level the Potentially Limiting Values that were chosen by your assessors. The number of votes each value received determines whether or not they show up in the Observed Values Plot, and these numbers are shown in parenthesis. Potentially Limiting Values are found only at levels 1, 2 and 3.

LEVEL	1	2	3
Votes for Potentially Limiting Values: 175 out of 1570	cautious (21) authoritarian (13) controlling (7) over-managing (7) short-term focus (1)	conflict avoider (16) internally competitive (13) being liked (10) blame (4)	demanding (35) arrogance (16) long hours (11) lack of self-confidence (11) power (9) jumping to conclusions (1)
Percentage of Total Votes: 11%	3%	3%	5%