



# Leadership report

Sample

Candidate name: Sample Applicant

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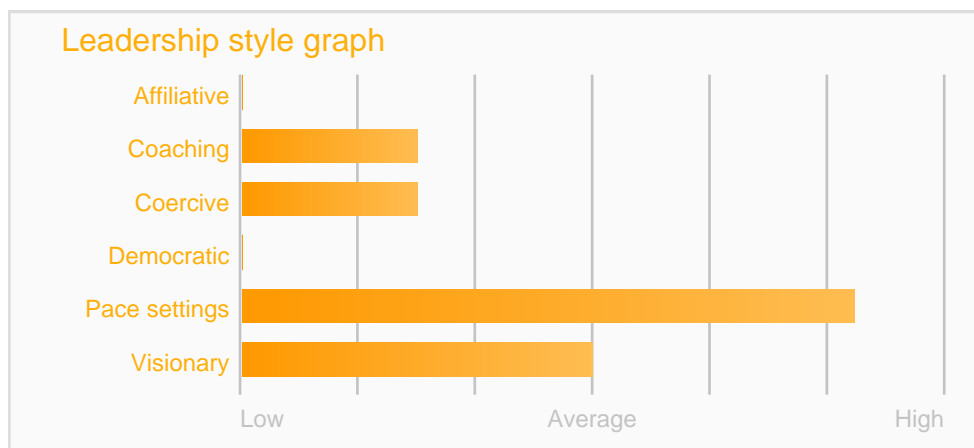
## Leadership report

The following report illustrates the candidates' leadership profile based in their responses to the pick24 leadership test.

The pick24 leadership test assesses the leadership style of the candidate and indicates some of the likely leadership strengths, weaknesses and behaviours that the candidate is likely to exhibit.

In most cases people will have both a dominant and a secondary leadership style. The dominant style will typically be the approach applied by the candidate in standard leadership situations and is the style projected to subordinates. The secondary style is likely to influence and temper the primary style, particularly in unfamiliar leadership situations.

The following graph can be interpreted as follows; if the individual has a clear dominant and secondary style these will be illustrated by longer lines on the radar plot. An individual is likely to be more balanced and flexible in their leadership style if all six elements are of similar length. These leaders have the advantage of balance and adaptability, but do not have a strong trait to rely on in difficult situations.



## Leadership style - Pace setting

Sample indicates a preference for a pacesetter leadership style. A pacesetter leader will have a strong drive to achieve initiatives and a focus results above all else. The pacesetter leader sets both high standards for themselves and those they are leading.

One of the key attributes of a pacesetter leader like Sample is that they lead by example, they do not ask their followers to do anything they would not do themselves. Pacesetter leaders are also quick to identify those that are not keeping pace with their expectations. Poor performers are asked to rise to the occasion - and if they do not, then they are quickly replaced. Clearly one of the pros of the pacesetter leadership style is they are fast to get results. In the short term you're going to have a high energy group with outstanding performance in terms of getting things done and quality of the work itself.

Unfortunately pacesetter leaders like Sample don't give employees a lot of positive feedback but will quickly identify poor performance. Another negative of the pacesetter style adopted by Sample is that employees are simply overwhelmed by the speed and the demands placed upon them, resulting in morale that quickly deteriorates. In fact, the pace under this leadership style is so quick that instructions may not even be clear. To make matters worse, Sample will have no patience for those that need to learn or are not picking up new work fast enough.

The most effective way to use the pacesetter style is when you need to get quick results from a group that is already highly motivated and competent. The pacesetter style can be very effective if used sparingly. If you plan to use it as your base leadership style, then just be prepared to manage a group with a high turnover rate.