



Personal Assessment

LeadScope Self

Leadership self-assessment

SAMPLE

PREPARED FOR

Maria Example

Operations Director · Example Company Inc.

Date: 13/10/2026 · Order: SAMPLE

Before you read

This is a sample report, created with fictitious answers and data to show the format and content of the deliverable.

The indices, stages, profiles, comparisons and recommendations do not describe any real person or company and must not be used for decisions.

The official report is generated from the buyer's own answers, without a watermark, and sent to the e-mail given in the order.

See the products at www.ideavus.com.br/en/loja

SAMPLE

Summary

The essentials of this report on one page.

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STAGE

Developing

PROFILE

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29

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46

FIRST ACTION, THIS WEEK

Pick one team process and ask what could be done differently.

Your result

The index ranges from 0 to 100 and summarizes your answers on the six pillars. The stage shows where you are in your development today, by your own reading.

54

out of 100

STAGE

Developing

You already apply good leadership practices, but irregularly, depending on the pressure of the moment.

The six stages



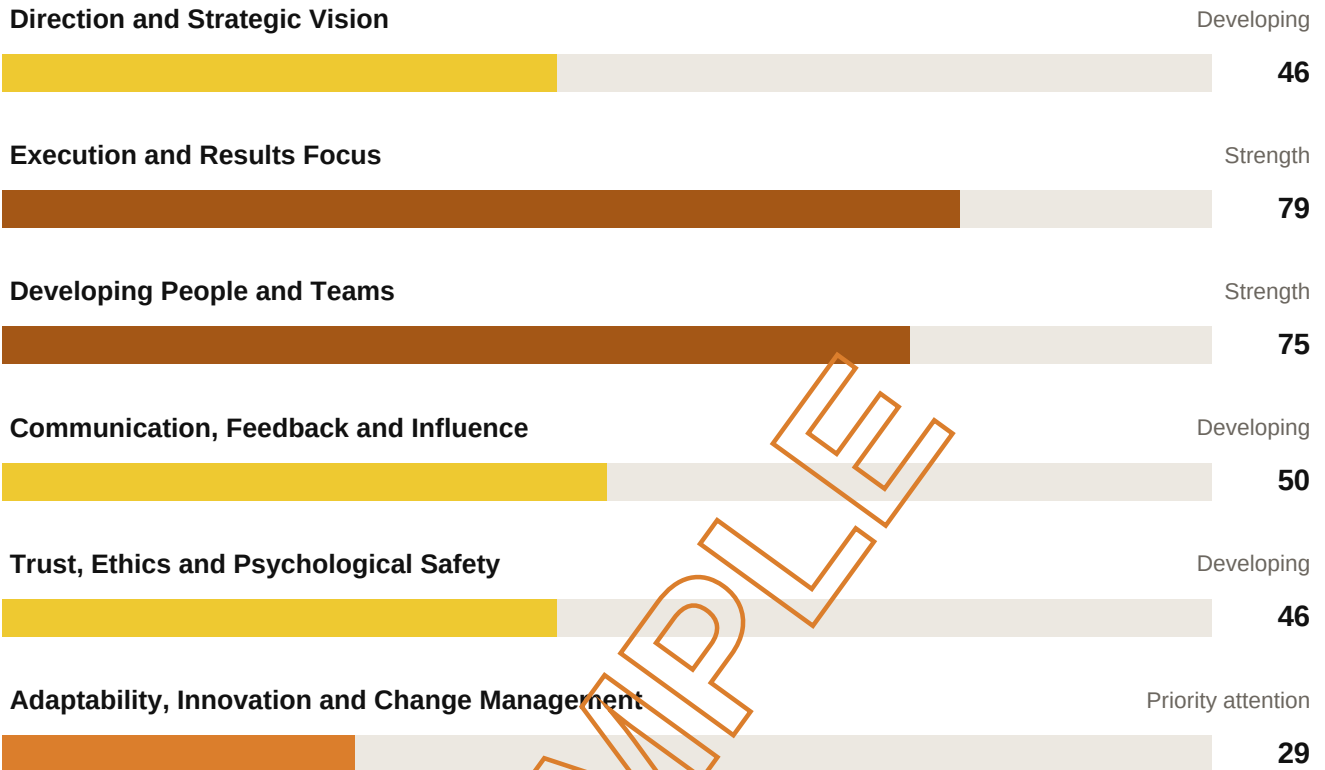
What this stage calls for now

- Set clear goals and roles with the team.
- Create a feedback and recognition routine.
- Join a structured leadership development program.

This is your self-assessment as a leader. The natural next step is to hear your team, peers and manager with the 360° version of the instrument.

The six pillars

Each bar shows your result in the pillar, from 0 to 100. The color shows where to focus your development.



STRONGEST POINT

Execution and Results Focus · 79

POINT THAT NEEDS THE MOST ATTENTION

Adaptability, Innovation and Change Management · 29

Your profile

The combination of your pillars forms a behavior pattern. It does not define who you are; it describes how you tend to act at work today, and it can change.

Stability keeper

You are reliable, consistent and deliver what was agreed. The team knows what to expect and works with confidence. What tends to stall is adaptation: changes and new trials get postponed.

Core recommendation

Reserve a small share of team time to test one new way of working each month.

What shaped this profile

PILLARS PULLING AHEAD

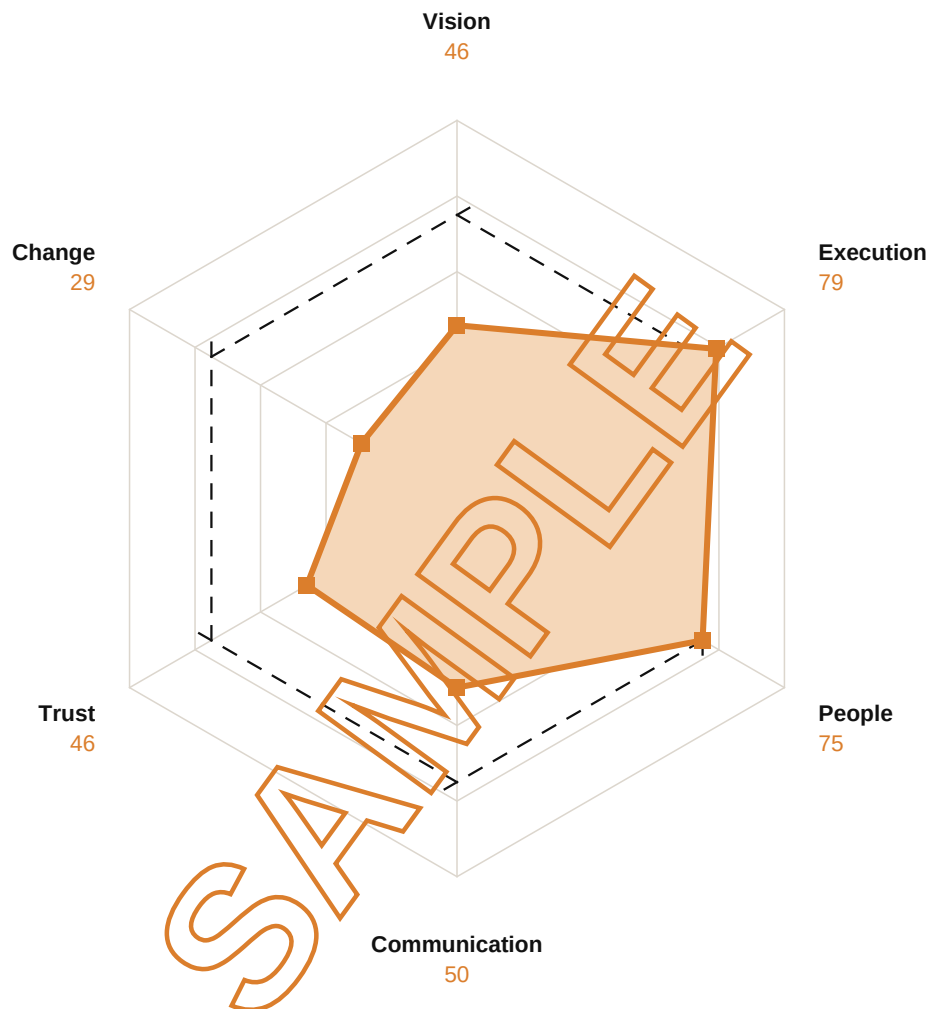
Trust, Ethics and Psychological Safety		46
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PILLARS HOLDING BACK

Adaptability, Innovation and Change Management		29
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Your profile at a glance

The shape shows your profile. The more regular it is, the more balanced; peaks and dips show where you rely on strengths and where there is room to grow.

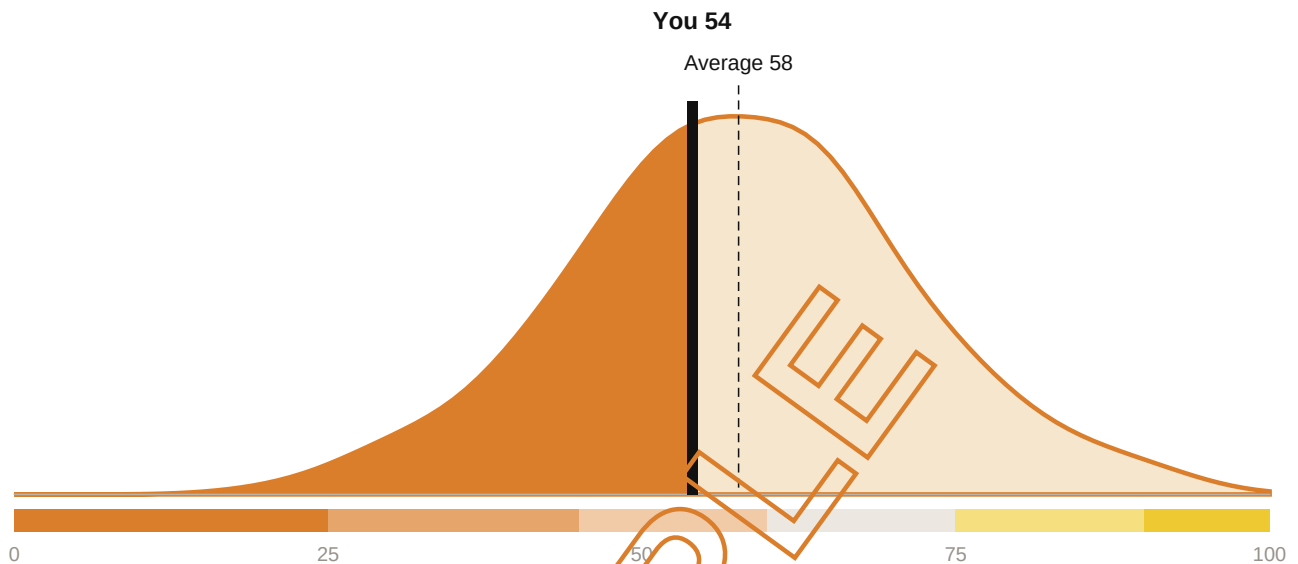


Profile balance

Gap between the highest and lowest pillar: 50 points. Profile with strong contrasts: one or two pillars are well below the rest and tend to limit the others. Start with them.

How you compare

The curve shows how the indices of people who have taken this assessment are distributed. The marker shows your position.



Your index is higher than 37% of respondents.

Comparison base: 240 respondents. Example with a fictitious base, for demonstration only.

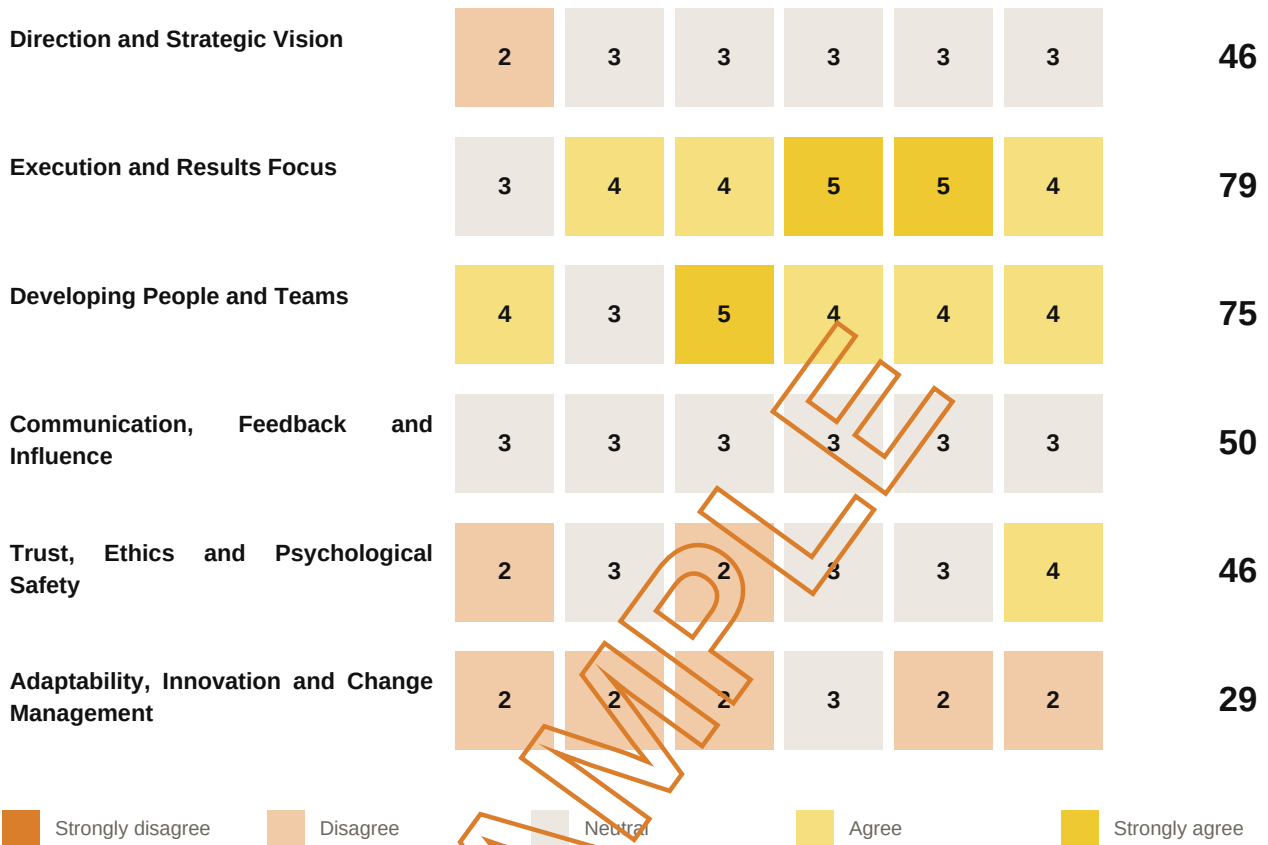
Your pillars compared to the average



The comparison shows relative position, not absolute quality. Comparison bases change over time and with the profile of respondents.

Heat map of your answers

Each square is one statement, grouped by pillar. Colors go from orange (disagree) to gold (agree) and show where each pillar result comes from.



Statements that stand out

The statements with the highest and lowest answers. They help turn the index into concrete day-to-day examples.

Where you recognize yourself most

- 5** I monitor work without stepping into unnecessary detail.
 Execution and Results Focus
- 5** I take ownership of the team's results before the organization.
 Execution and Results Focus
- 5** I build high-quality working relationships with each team member.
 Developing People and Teams
- 4** I plan the team's activities well enough in advance.
 Execution and Results Focus
- 4** I prepare contingency plans for the most likely delivery risks.
 Execution and Results Focus

Where you recognize yourself least

- 2** I drop initiatives that pull the team away from agreed priorities.
 Direction and Strategic Vision
- 2** I express my emotions in a way that suits the context.
 Trust, Ethics and Psychological Safety
- 2** I apply consequences to unethical conduct regardless of who is involved.
 Trust, Ethics and Psychological Safety
- 2** I highlight short-term wins that reinforce the change under way.
 Adaptability, Innovation and Change Management
- 2** I combine ideas from different people to produce better solutions.
 Adaptability, Innovation and Change Management

Pillar by pillar

Direction and Strategic Vision

46

Developing

What this result usually indicates

There is a direction, but it does not reach everyone equally or guide day-to-day choices. Part of the team understands the course; part executes without knowing why.

Recommended actions for the next 90 days

1. Run a team session that links each ongoing project to an area objective.
2. Add five minutes on market, customer or competitor changes to biweekly meetings.
3. Test major decisions with two people outside the team before finalizing them.

Execution and Results Focus

79

Strength

What this result usually indicates

The team delivers what it promises, and the leader owns results without shifting blame. The risk is that pressure for results wears the team down or discourages new bets.

Recommended actions for the next 90 days

1. Track team overtime and absences alongside delivery indicators.
2. Rotate the running of the weekly status meeting among team members.
3. Set aside part of the quarter's capacity for non-urgent improvements.

Developing People and Teams

75

Strength

What this result usually indicates

People grow, take on responsibility and are seen by the organization. The risk is losing talent for lack of room or overloading the best performers.

Recommended actions for the next 90 days

1. Identify who could replace the leader and each critical role, and prepare them.
2. Support team members' moves to other areas when good for their careers.
3. Check whether the hardest tasks always fall on the same people.

Communication, Feedback and Influence

50

Developing

What this result usually indicates

Day-to-day communication works, but feedback is irregular and the team is rarely consulted. Relations with other areas depend on one-off initiatives.

Recommended actions for the next 90 days

1. Open team meetings with a question about a real challenge in the area and record the suggestions.
2. Ask two partner areas each month what would make collaboration easier.
3. Tell the team about difficult decisions in person before any written announcement.

Trust, Ethics and Psychological Safety

46

Developing

What this result usually indicates

There is trust in the leader, but not everyone feels comfortable disagreeing or reporting problems. Some voices dominate meetings and others barely appear.

Recommended actions for the next 90 days

1. In meetings, let those who usually speak less go first, before giving your own opinion.
2. Set up a simple channel for raising problems and respond to each entry within a week.
3. State the three values that guide decisions to the team and give real examples.

Adaptability, Innovation and Change Management

29

Priority attention

What this result usually indicates

New ideas from the team rarely get off the ground, and changes are imposed or postponed. Resistance is ignored until it becomes a problem.

Recommended actions for the next 90 days

1. Pick one team idea a month and test it on a small scale, with a deadline and an owner.
2. Meet one-on-one with those most resistant to the current change and record the causes they raise.
3. Turn the results of this assessment into two development actions agreed with your manager.

What your set of results indicates

More than each pillar alone, the combination says a lot about what to do first.

Strengths to use in your favor

Your highest pillars are Execution and Results Focus and Developing People and Teams. Use these strengths as leverage: they are the shortest path to improving the lowest pillars.

What may be holding the rest back

Adaptability, Innovation and Change Management is the pillar with the lowest result. When one pillar is far below the others, it tends to limit the effect of everything that already works well.

Combination worth attention

The largest gap is between Execution and Results Focus (79) and Adaptability, Innovation and Change Management (29). Use the first to support the development of the second in the coming weeks.

Consistency of answers

Your answers vary little within each pillar. Each pillar result is a good summary of what you marked.

SAMPLE

From the current stage to the next

For the two lowest pillars, what day-to-day looks like at the current level and what it looks like at the next.

Adaptability, Innovation and Change Management · 29

TODAY

- You prefer to keep what already works.
- Changes reach the team without explanation or preparation.
- New ideas are judged by risk before potential.

AT THE NEXT LEVEL

- You accept change when it is unavoidable.
- You test new ideas now and then.
- You explain changes but rarely listen to resistance.

Direction and Strategic Vision · 46

TODAY

- You have a clear direction but share it rarely.
- The team knows the goals but not always why they matter.
- You think long term when there is spare time.

AT THE NEXT LEVEL

- You build the direction together with the team.
- People connect their tasks to the bigger goals.
- You anticipate trends and adjust course ahead of time.

Your first week

Small actions to start now, tied to the pillar that needs the most attention. Each one takes less than an hour.

Adaptability, Innovation and Change Management

DAY 1	Pick one team process and ask what could be done differently.	☐ Done
DAY 2	Propose a small one-week trial of a new way of working.	☐ Done
DAY 3	Talk with someone resisting a change and listen to their reasons.	☐ Done
DAY 4	Write down one assumption about your market and find data that tests it.	☐ Done
DAY 5	Stop one team practice that no longer adds value.	☐ Done

Your 90-day plan

A plan in three waves, starting with the pillars with the lowest results. Set dates, choose someone to follow your progress and review every 30 days.

Days 1 to 30

Focus: Adaptability, Innovation and Change Management

1. Pick one team idea a month and test it on a small scale, with a deadline and an owner.
Who supports me: _____ Deadline: ____/____
2. Meet one-on-one with those most resistant to the current change and record the causes they raise.
Who supports me: _____ Deadline: ____/____
3. Turn the results of this assessment into two development actions agreed with your manager.
Who supports me: _____ Deadline: ____/____

Days 31 to 60

Focus: Direction and Strategic Vision

1. Run a team session that links each ongoing project to an area objective.
Who supports me: _____ Deadline: ____/____
2. Add five minutes on market, customer or competitor changes to biweekly meetings.
Who supports me: _____ Deadline: ____/____
3. Test major decisions with two people outside the team before finalizing them.
Who supports me: _____ Deadline: ____/____

Days 61 to 90

Focus: Trust, Ethics and Psychological Safety

1. In meetings, let those who usually speak less go first, before giving your own opinion.
Who supports me: _____ Deadline: ____/____
2. Set up a simple channel for raising problems and respond to each entry within a week.
Who supports me: _____ Deadline: ____/____
3. State the three values that guide decisions to the team and give real examples.
Who supports me: _____ Deadline: ____/____

Follow-up and reflection

Use this page to record what changed. Come back to it at 30, 60 and 90 days.

1. Which result in this report surprised me most, and why?

2. What recent situation shows my strongest pillar well?

3. What stops me today from advancing on the lowest pillar?

4. Who will I talk to about this report in the next two weeks?

5. How will I know in 90 days that I have improved?

Checkpoint	What I did	What changed	Next step
30 days			
60 days			
90 days			

Pillar glossary

What each pillar means and why it matters.

Direction and Strategic Vision

Vision is your ability to show where the team is going and why that destination is worth the effort. Without it, people work hard but in different directions.

Execution and Results Focus

Execution is turning intention into delivery, with clear priorities, deadlines and follow-up. It is what gives your leadership credibility with the team and the organization.

Developing People and Teams

Developing people means helping each team member grow in skill and autonomy. Teams that learn from you depend less on you and deliver more.

Communication, Feedback and Influence

Communication is how you explain, listen, give feedback and persuade. It determines whether people understand what is expected and whether they trust what you say.

Trust, Ethics and Psychological Safety

Trust is the environment where people tell the truth, admit mistakes and disagree without fear. It is what lets problems surface early, while they are still cheap to fix.

Adaptability, Innovation and Change Management

Change is your ability to adjust course, try new ways of working and guide the team through transitions. When things move fast, it keeps the team from clinging to what no longer works.

Your next steps

A report shows today's picture. Progress shows up when you measure again.

Retake this assessment every 6 months

Behaviors and practices change over time. Retake it twice a year, around April 2027 and October 2027, and the new report shows your progress pillar by pillar compared with this one.

[Retake the assessment](#)

Assessments that complement this one

DualDrive

How you balance today's delivery and exploring the new.

[Learn more >](#)

Culture Compass

Whether everyday culture helps or hinders strategy.

[Learn more >](#)

Innovator Profile

How you turn ideas into results at work.

[Learn more >](#)

Want a reading of the whole company?

With many people answering, the diagnostic shows where the organization stands, the differences between areas and an action plan for leadership.

[Diagnostics for companies](#)

How to use this report

This report shows how you see yourself today. Self-assessments tend to be more generous or harsher than the view of those who work with you, so use the result as a starting point for conversations, not as a verdict.

It is designed for personal development. It should not be used for hiring, promotion or performance review.

To track your progress, answer again in six months, thinking about how you actually act, not how you would like to act.

Want to know how your team sees your leadership?

See LeadScope 360°: contato@ideavus.com.br · www.ideavus.com.br

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