



Leadership QPT+1

Quick Prioritisation Tool

Comparison Report for Serena Sample +1 Feedback from A Coach

2nd February 2022

FINAL

V1.21



QPT +1 Comparison Report

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Introduction

QPT+1

This section has information about what the survey measures and how to use this report.

Quick Prioritisation Tool: QPT+1

About This Report

The My Leadership Strengths Capability Model



The QPT is built using the My Leadership Strengths model which comprises 16 distinct leadership capabilities grouped into four leadership clusters; Self, Others, Results and Organisation.

This report compares the perceptions of two individuals, presenting insights so that they can be discussed and explored together. It has been built to aid discussions about job expectations, leadership priorities and development goals.

Using it can support any individual to increase self awareness and plan development, especially when used alongside the QPT Self Report.

The QPT survey has three specific elements which have been completed by both **SELF** and **OTHER**:

1. A self-rating of how **effective** you are at each of the items within the 16 My Leadership Strengths capabilities
2. A **prioritisation** of how important those capabilities are to your current leadership situation, identifying the **top 8 in rank order**
3. Written feedback **comments** about effectiveness, priorities and development needs

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Increase Engagement & Productivity by Aligning Expectations

"The most effective managers define and discuss the explicit and implicit expectations for each employee. They paint a picture of outstanding performance"

Only 50% of employees strongly agree that they know what is expected of them at work. Employees who strongly agree that their job role aligns with the work they do are 2.5 times more likely than other employees to be engaged. This report can help you to define expectations with your manager, colleague or collaborator. Use it to uncover key perception differences and discuss them together.

"Getting expectations right relates to better productivity and retention of employees...clarity of expectations connect to productivity gains of 5% to 10%"

Jim Harter, Chief Scientist, Gallup

Source: www.gallup.com/workplace

The Alignment Score

Is a measure of how many capabilities were selected by both SELF **and** OTHER as a priority. 8 capabilities are selected by each rater as priorities. The focus of your discussion about expectations depends on the degree of alignment you have:

Alignment	Common Capabilities	Discussion Focus
Misaligned	0-2 Capabilities	Establish expectations
Partially Aligned	3-5 Capabilities	Clarify expectations
Aligned	6-8 Capabilities	Refine expectations

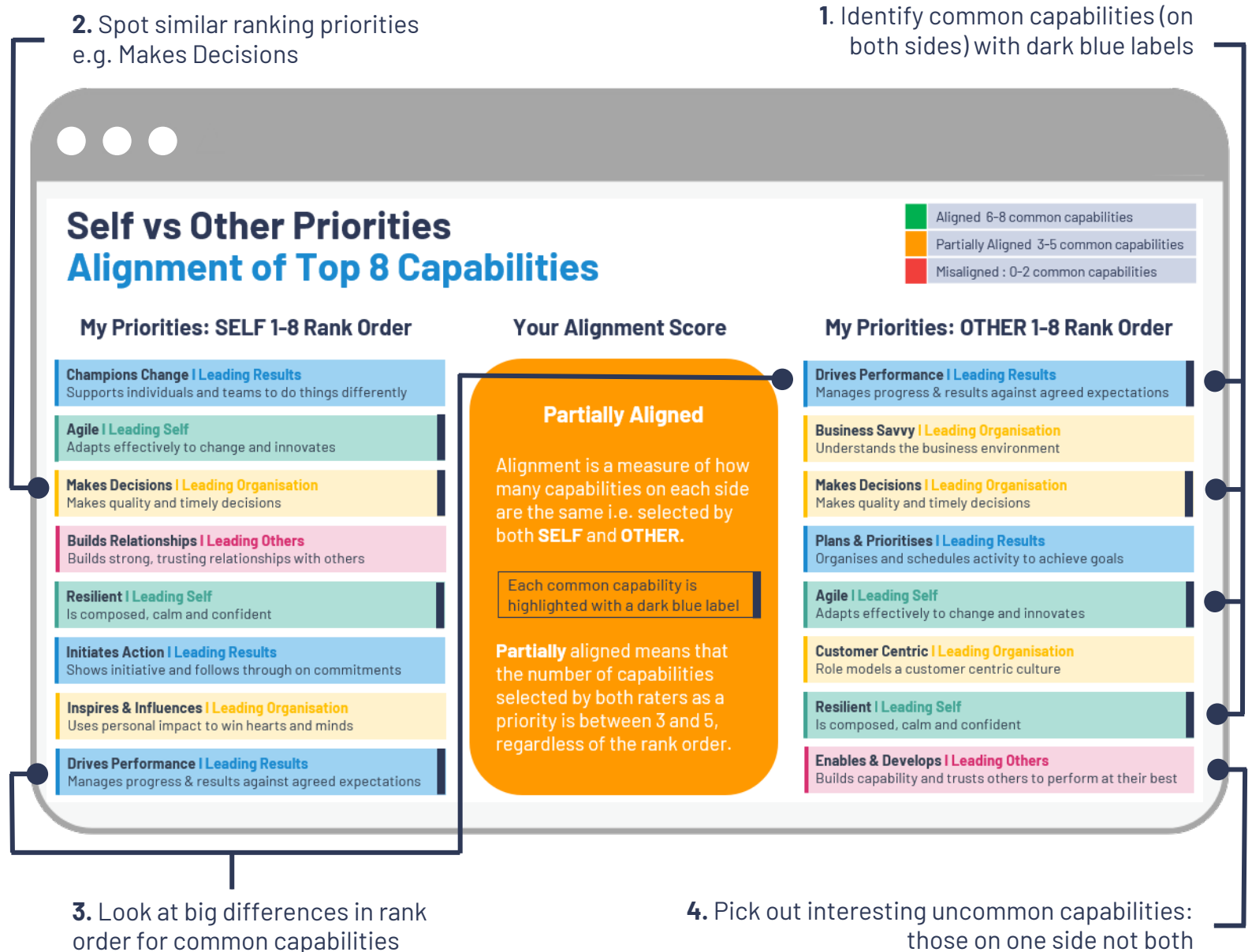
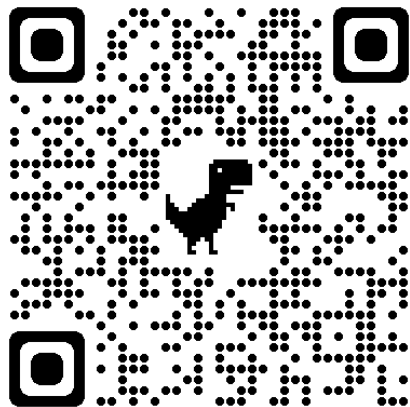
Results Page

Quick Reference Guide



Here is an example results page. Follow steps 1 to 4 to help you interpret your own results on the next page.

Use the QR Code below to view a short video explainer using your smartphone camera.






My Priorities

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This section provides a side by side comparison of the top 8 capabilities selected by SELF and OTHER along with comments & insights into alignment

Self vs Other Priorities

Alignment of Top 8 Capabilities

	Aligned 6-8 common capabilities
	Partially Aligned 3-5 common capabilities
	Misaligned : 0-2 common capabilities

My Priorities: SELF 1-8 Rank Order

Champions Change Leading Results Supports individuals and teams to do things differently
Agile Leading Self Adapts effectively to change and innovates
Makes Decisions Leading Organisation Makes quality and timely decisions
Builds Relationships Leading Others Builds strong, trusting relationships with others
Resilient Leading Self Is composed, calm and confident
Initiates Action Leading Results Shows initiative and follows through on commitments
Inspires & Influences Leading Organisation Uses personal impact to win hearts and minds
Drives Performance Leading Results Manages progress & results against agreed expectations

Your Alignment Score

Partially Aligned

Alignment is a measure of how many capabilities on each side are the same i.e. selected by both **SELF** and **OTHER**.

Each common capability is highlighted with a dark blue label

Partially aligned means that the number of capabilities selected by both raters as a priority is between 3 and 5, regardless of the rank order.

My Priorities: OTHER 1-8 Rank Order

Drives Performance Leading Results Manages progress & results against agreed expectations
Business Savvy Leading Organisation Understands the business environment
Makes Decisions Leading Organisation Makes quality and timely decisions
Plans & Prioritises Leading Results Organises and schedules activity to achieve goals
Agile Leading Self Adapts effectively to change and innovates
Customer Centric Leading Organisation Role models a customer centric culture
Resilient Leading Self Is composed, calm and confident
Enables & Develops Leading Others Builds capability and trusts others to perform at their best

My Priorities Summary Comments

Why are the capabilities selected important for X?

Self

"We are always wanting to do things differently and be innovative so champions change and agile are really important. Builds relationships is crucial when I'm talking to clients and the team"

Other

"Serena is taking the lead managing our growing team so driving performance is key. Part of that is instilling the commercial and business savvy side of the how we operate"

My Priorities

Focus on Clarifying Expectations

Your Alignment Score

Partially Aligned

Partially Aligned

Alignment is a measure of how many capabilities were selected by both **SELF** and **OTHER**.

Partially aligned means that the number of capabilities selected by both raters as a priority is between 3 and 5.

The focus of your discussion should be on clarifying expectations.

Typical Reasons for Partial Alignment

- Not had an in depth discussion on behaviours
- Not in agreement about certain expectations
- Broad alignment but some unexpressed expectations

How to clarify your own and others' expectations. Review pages 8-9

- Review your goals & outputs first. Discuss what they mean to you both. *How motivating & rewarding they are? What is unrealistic? What is most stretching? How you will track & review them?*
- Consider the key tasks & activities needed for success. *Is time being spent on the right things at the right time? Can some things be delegated or even ditched? What are the things, done well, that make the biggest impact?*
- Agree key leadership capabilities. Reflect on the capabilities you both selected in your top 8. Explore key similarities & differences. *Do they link closely to the tasks & goals? Which ones are draining? Which are energising for you? What would other stakeholders think is missing?*

My Effectiveness

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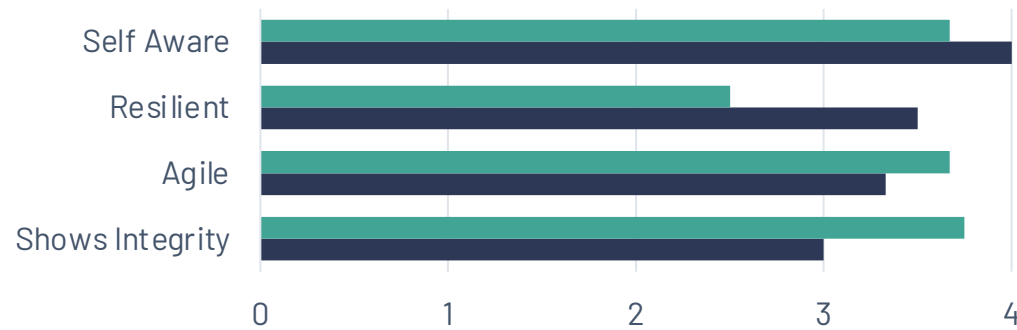
This section includes effectiveness ratings from SELF and OTHER for all 16 capabilities along with the specific items with the largest difference in scores

Perceived Effectiveness

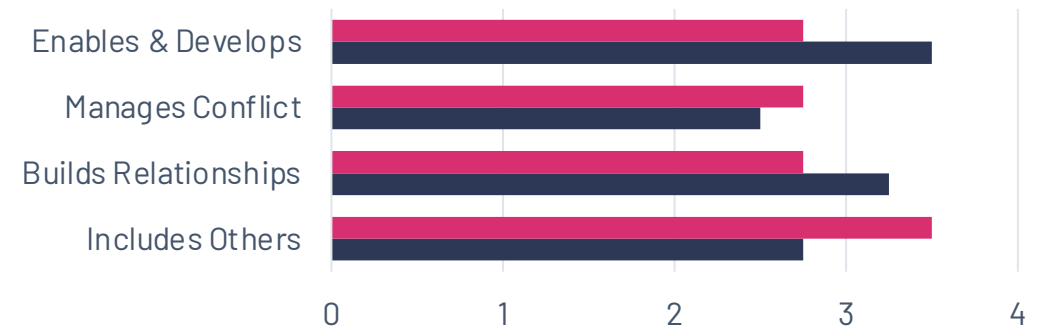
Average For All Items In Each Capability

Bright Colours = Self		Dark Blue = Other	
1	Rarely effective	3	Mostly effective
2	Sometimes effective	4	Always effective

Leading Self



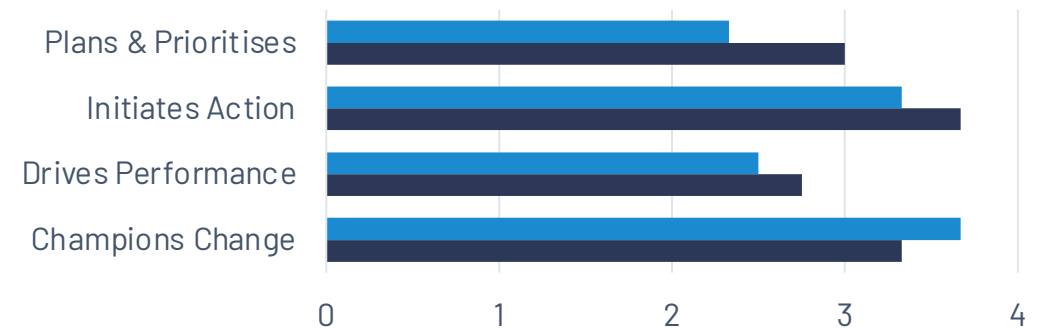
Leading Others



Leading Organisation



Leading Results

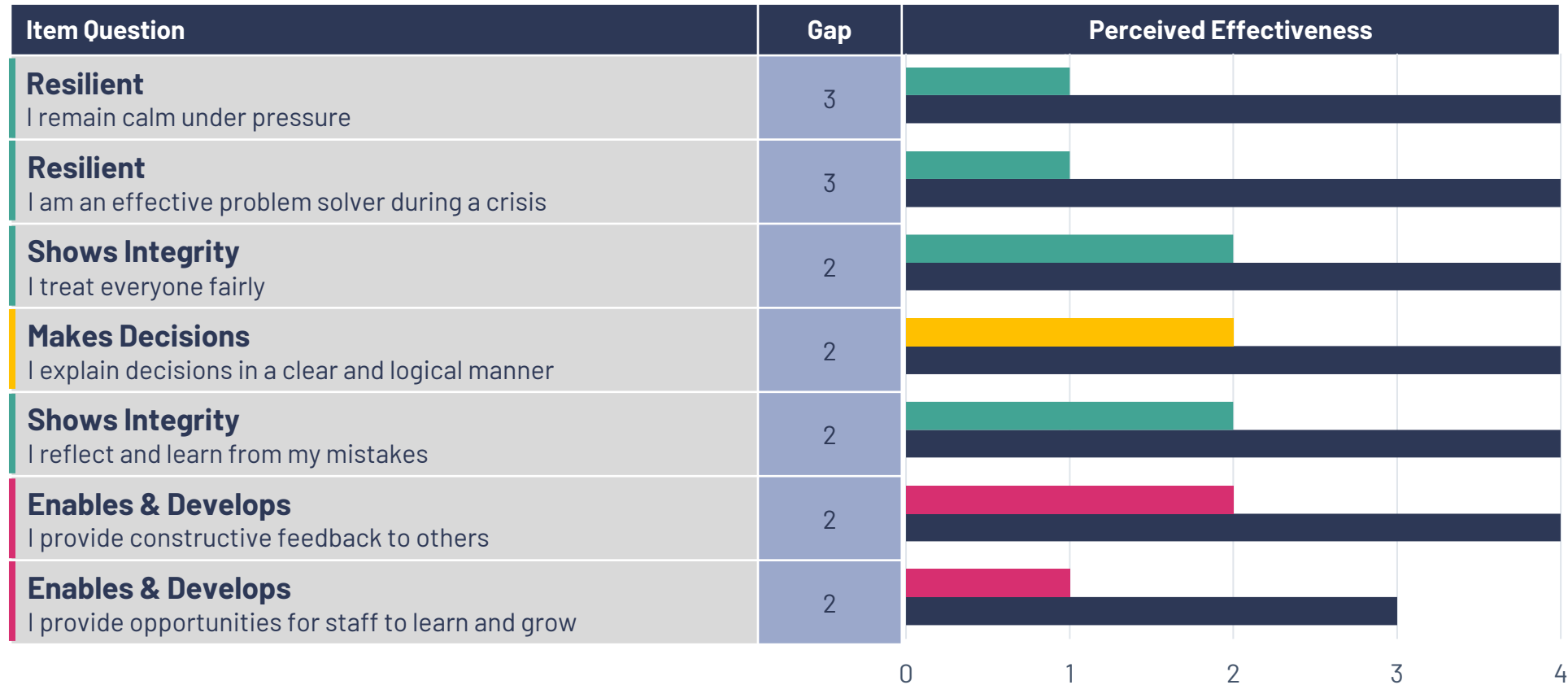


Perception Gaps: Hidden Strengths

OTHER Rating Higher than SELF

Bright Colours = Self Dark Blue = Other

1	Rarely effective	3	Mostly effective
2	Sometimes effective	4	Always effective



Written Feedback Comments

What are your (Serena's) greatest leadership strengths?

Self

"I really enjoy leading others and providing coaching and development to the team. I get a lot of satisfaction from seeing people grow and progress. I have had a couple of people approach me to be a mentor for them so I think I'm doing something right!"

Other

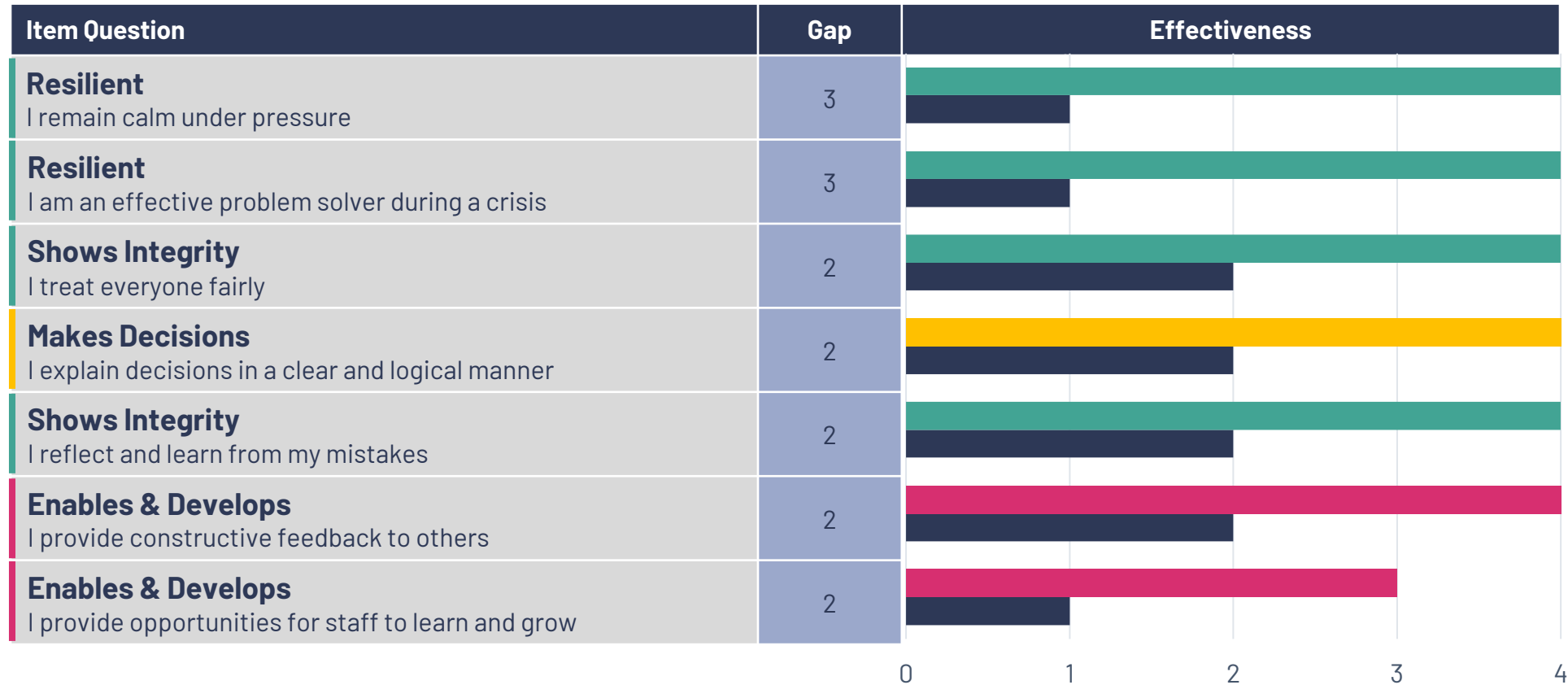
"Serena is very people orientated and goes out of her way to support her team. She is well respected amongst peers and junior colleagues, and her track record of nurturing talent is second to none"

Perception Gaps: Blind Spots

SELF Rating Higher than OTHER

Bright Colours = Self Dark Blue = Other

1	Rarely effective	3	Mostly effective
2	Sometimes effective	4	Always effective



Written Feedback Comments

What do you (does Serena) need to do differently to be a better leader?

Self

"I'd like to build my strategic management skills to take things to the next level"

Other

"Serena needs to ensure that the team has the resilience and authority to get on with things. This will enable Serena to create the space to step up into a more strategic role"

My Development

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This section includes our Conversation Map and links to resources to support your development and make the most out of this report

Page 8-10. Understand Alignment

- Talk about what you notice most on page 8. Where are you both in agreement about what is important? Where do you have contrasting views?
- Use comments on page 9 to add context. Use questions on page 10 to discuss expectations in detail.

Page 12. Explore Effectiveness

Focus on the capabilities you have jointly identified as important:

- How is the 'other' perception different to 'self'? Explore why together.
- Where are ratings of effectiveness similar e.g. dark blue and bright bars are the same? Where are there big differences in perceptions?

Page 13-16. Mind the Gap

- What are the most surprising hidden strengths? Review examples and share feedback to deepen understanding of these areas.
- What are the biggest blind spots? Review examples and share feedback to raise awareness of these areas. How can these affect performance or reputation?

Page 19. Build Development Plan

- Use the development plan template in the QPT Portal to identify up to 3 development goals. Include a strength to nurture and a weakness to address.
- Use the development content in the QPT Self Report and My Leadership Strengths online resources to agree specific actions and development activities.



QPT+1 Report Conversation Map

Your Notes

My Development Tools and Resources

Thank you

There are a range of downloadable tools, learning resources and tips which can all be accessed by logging into the My Leadership Strengths QPT portal.

For more information about our learning programs & services our friendly team email

hello@myleadershipstrengths.com

Tools & Resources

Make the most of your QPT+1 Report and turn insight into action. The QPT Portal includes exclusive access our:

- ✓ Conversation Map
- ✓ Development Plan Template
- ✓ Video Explainers
- ✓ FAQ's

QPT Report

The QPT Self report has a dedicated development section which includes reflection questions and learning exercises.

The development content is tailored to capabilities selected as a priority in the SELF assessment survey.