

Not everyone is meant to be people leader

Most organizations classify career advancement as transitioning into a series of people leadership roles. What does that mean for an organization's high performers whose strengths and preferences are not aligned with the abilities to manage themselves and others effectively? Leadership is complex and multi-dimensional. Hogan's Leader Focus

Report aims to simplify and provide insight into six leadership dimensions that influence leadership style and effectiveness.

Leadership Dimensions

Results

Leader

Process Leader

A highly structured

approach centered around

following process and minimizing risk

A high-touch approach centered around

Social

Leader

collaboration and social interaction with staff

A high-energy, driven approach centered

around reaching goals and beating the competition



feedback, numbers, and documentation

Leader

A fact-based approach

centered around

A nurturing approach centered around morale

People

Leader

and helping staff develop to their full potential

A visionary approach centered around creative

Thought

Leader

problem-solving and innovation

across 37 companies told us about high scorers In each leader dimension:

People Leader

Here's what a sample of 6,117 managers

Results Leader

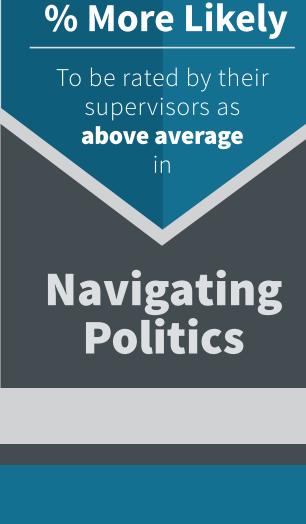


Thought Leader





Social Leader



Leaders who are high in 0 dimensions

Process Leader



Compliance

Data Leader



It turns out that the best performers aren't necessarily the best managers.

Leaders who are high in 1

high in 1+ dimensions

30 Leaders who have a people manager profile

What do these numbers mean for your organization's high performers?

Grounded in decades of global research on leader performance, Hogan's Leader Focus Report is designed to help your organization's leaders understand their reputation and unique personal brand. Empowered with self-insight into their leadership style and strengths, they will be able to

For more information about how the Leader Focus report can improve your organization, call 800.756.0632 or visit hoganassessments.com

better plan their career and lead teams more effectively.

