

Not everyone is meant to be a 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



Here's what a sample of **6,117 managers** across **37 companies** told us about **high scorers** in each leader dimension:



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

- 14%** | Leaders who are high in **0 dimensions**
- 25%** | Leaders who are 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 better **plan their career** and **lead teams more effectively**.

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