Executive Coaching & Consulting Report

Prepared for **MORGAN LEE** Based on 100 questionnaire statements

AT A GLANCE

You lead with inquiry, principle, and judgment.

You ask strong questions, you are guided by clear principles, and you weigh decisions carefully. People trust the quality of your thinking. Your next step is making consequential decisions sharper: inviting respectful challenge to your assumptions and turning a considered view into an explicit commitment others can see.

YOUR LEADING STRENGTHS

Insight & Curiosity
You examine assumptions before reaching a conclusion.

Values Alignment & Integrity
Your decisions reflect principles you can explain.

Decision Making & Judgment
You weigh tradeoffs and make reasoned choices.

YOUR GROWTH EDGES

Conflict Navigation & Professionalism
Inviting and offering respectful challenge.

Adaptability & Execution Stability
Turning a decision into a visible commitment.

YOUR 90 DAY DEVELOPMENT FOCUS

Make one consequential decision clearer through structured inquiry, respectful challenge, and an explicit commitment to action.

Your profile across the ten areas

Leading strength · Steady resource · Growth edge

INTERNAL PATTERNS · WHAT YOU BRING

Insight & Curiosity	Leading strength
Values Alignment & Integrity	Leading strength
Self-Confidence & Strategic Direction	Steady resource
Composure & Resilience	Steady resource
Flexibility & Adaptability	Steady resource

BEHAVIORAL EXPRESSION · HOW IT SHOWS UP

Decision Making & Judgment	Leading strength
Stabilizing Leadership & Team Impact	Steady resource
Communication Clarity & Adaptation	Steady resource
Adaptability & Execution Stability	Growth edge
Conflict Navigation & Professionalism	Growth edge

✓ **Answer check passed.** Your answers vary enough across the statements to give a meaningful picture.

Bars show how strongly you endorsed each area, compared with your own other answers. They are not a test score, a rating, or a comparison with other people.

HOW YOUR AREAS WORK TOGETHER

Your strengths are the way into your growth edges.

Your report looks at five Internal Patterns, what you bring, and five Behavioral Expressions, how it shows up. Growth usually comes from connecting a strength you already have with an action others can see.

WHAT YOU BRING · INTERNAL PATTERNS



Stronger agreement overall

HOW IT SHOWS UP · BEHAVIORAL EXPRESSION



More mixed answers

Your pattern: your thinking is strong. Testing it with others and turning it into visible action is where your coaching agenda focuses.

1

CURIOSITY → CONFLICT NAVIGATION

Inquiry makes challenge welcome.

Ask others to test your assumptions before a big decision. When you invite challenge, disagreement becomes useful information.

2

DECISION MAKING → EXECUTION STABILITY

A sound decision becomes an explicit commitment.

Record the decision, the owner, the first action, and the review date. People follow a decision they can see.

3

VALUES → CONFLICT NAVIGATION

Principle supports a direct conversation.

When you need to challenge someone, anchor it in a shared principle. A clear reason keeps a hard conversation respectful.

HOW TO READ THE LABELS IN THIS REPORT

Leading strength
The areas you endorsed most strongly. Build on these first.

Steady resource
Reliable parts of how you work that support your plan.

Growth edge
Where your answers were most mixed. The best place to practice.

Labels compare your own answers with each other. They describe where to focus, not how you compare with anyone else.

INTERNAL PATTERNS · WHAT YOU BRING

Values Alignment & Integrity

LEADING STRENGTH

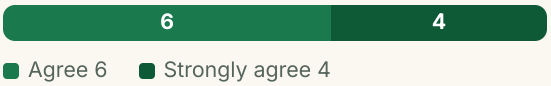
WHAT THIS MEANS FOR YOU

How consistently your decisions and actions reflect the principles you say matter most.

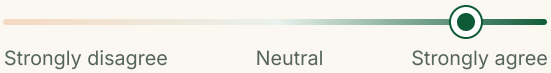
"I can clearly name the values that guide my leadership decisions."

Your answer: Strongly agree

YOUR ANSWERS IN THIS AREA



WHERE THIS AREA SITS FOR YOU



PEOPLE WITH A SIMILAR PATTERN OFTEN

- Explain the principle behind a hard decision
- Earn trust through consistency
- Hold others to the standard they hold themselves to
- Assume others share their view of what is right
- Find it uncomfortable to revisit a decision made on principle

HOW OTHERS MAY EXPERIENCE YOU

Others likely see you as principled and trustworthy. If you rarely invite challenge, they may hesitate to raise a concern about a decision you feel strongly about.

WHERE IT HELPS YOU

Your consistency gives people confidence in how you will act when it matters.

WHERE IT CAN HOLD YOU BACK

A strong principle can make a decision feel settled before others have tested its assumptions.

TRY THIS WEEK

Before one consequential decision, ask two people: **what am I assuming, and what would change your mind?** Note what you learn.

REFLECT

When did someone's challenge improve a decision you had already made in your mind?

Does this sound like you? ☐ Sounds like me ☐ Partly ☐ Not quite Mark one and bring it to your debrief.

YOUR DIVIDEND · THE NEXT 90 DAYS

Your dividend: the return on your insight

Insight pays off when it changes what you do. Here is what you put in, what you can expect to change, and how you will see the return.

YOUR GAP TO CLOSE



Your goal for the next 90 days: bring **how it shows up** closer to **what you bring**.

What you invest

- A focused coaching agenda
- One decision record
- Two invited challenges
- Regular progress reviews

→

What changes

- Decisions tested before they are final
- Commitments others can see and follow
- Challenge offered and received with respect

→

How you will know

- Your decision record
- Feedback from your coach or a trusted colleague
- Your own day 90 reflection on what changed

★ **Clarity Over Judgment. Insight That Drives Growth. Understanding That Inspires Action.** This report is designed to do more than describe you. It gives you a practical way to turn what you already have into results others can see.