Leadership Development Report

Prepared for **JORDAN CARTER** Based on 100 questionnaire statements

AT A GLANCE

You lead from understanding and principle.

Before you decide, you want to know why, and the choices you make tend to reflect what you believe matters. People can rely on the quality of your thinking. Your next step is making that thinking visible in action: turning a considered view into a clear commitment, following it through where others can see it, and raising a difficult point while it is still small.

YOUR LEADING STRENGTHS

Insight & Curiosity
You look for understanding before you reach a conclusion.

Values Alignment & Integrity
Your choices are guided by principles you can name.

YOUR GROWTH EDGES

Adaptability & Execution Stability
Keeping commitments visible and on track when plans change.

Conflict Navigation & Professionalism
Raising a concern early, directly, and respectfully.

YOUR 90 DAY DEVELOPMENT FOCUS

Make a considered decision visible through one clear commitment and reliable follow through.

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	Steady resource
Stabilizing Leadership & Team Impact	Steady resource
Communication Clarity & Adaptation	Steady resource
Conflict Navigation & Professionalism	Growth edge
Adaptability & Execution Stability	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: what you bring inside is stronger than how it currently shows up to others. That gap between intention and impact is where your 90 day plan focuses.

1

CURIOSITY → EXECUTION STABILITY

Reflection becomes visible through a commitment.

You think things through carefully. The next step is a simple sequence others can follow: understand the issue, choose one action, make its owner clear, and review what was completed or renegotiated.

2

VALUES → COMMUNICATION

A principle becomes clear through an expectation.

Choose a principle, explain why it matters to the work, and name the behavior you expect. Then check the other person's understanding. The value is in the agreement you reach, not in how strongly it is worded.

3

COMPOSURE → CONFLICT NAVIGATION

Composure supports a direct conversation.

Your steadiness is an asset in a difficult moment. Practice staying calm while stating an issue clearly. A measured tone and a direct request work well together.

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

Insight & Curiosity

LEADING STRENGTH

WHAT THIS MEANS FOR YOU

You want to understand a situation before you act on it. You ask questions, weigh more than one explanation, and look for connections others may miss.

"I explore ideas and viewpoints that differ from my own."

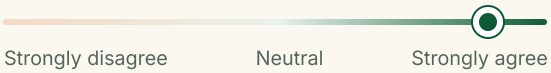
Your answer: Strongly agree

YOUR ANSWERS IN THIS AREA



Agree 4 Strongly agree 6

WHERE THIS AREA SITS FOR YOU



PEOPLE WITH A SIMILAR PATTERN OFTEN

- Ask good questions before forming a view
- Spot connections and patterns others miss
- Enjoy learning and new ideas
- Keep researching when a decision is already due
- Find routine follow through less interesting than the next question

HOW OTHERS MAY EXPERIENCE YOU

Others likely value your thoughtful questions and fresh thinking. When a decision is waiting, they may experience the extra questions as delay.

WHERE IT HELPS YOU

Your decisions are well reasoned, and people trust your view because the thinking has been done.

WHERE IT CAN HOLD YOU BACK

Your next question can become a reason not to decide. If people are waiting on you, the analysis is costing them time.

TRY THIS WEEK

For one open decision, write the question, two facts, the main unknown, and **a date to decide**. On that date, decide with what you know.

REFLECT

When did a question change your mind, and when did more information add little?

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

- 15 minutes a week
- One commitment record
- Two prepared conversations
- Regular progress reviews

→

What changes

- Decisions made on time, with a clear reason
- Commitments others can see and rely on
- Concerns raised early, while they are small

→

How you will know

- Your milestone record
- Feedback from one or two colleagues
- 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.