

# ENGLISH AND CHINESE LEADERSHIP CIRCLE PROFILE ME EVALUATOR QUESTIONS

## ENGLISH QUESTIONS

He/She is quick to seize opportunities upon noticing them.

He/She is composed under pressure.

He/She connects deeply with others.

He/She is an efficient decision maker.

He/She is a good role model for the vision he/she espouses.

He/She learns from mistakes.

He/She helps direct reports create development plans.

He/She creates a positive climate that supports people doing their best.

He/She pursues results with drive and energy.

He/She is proficient at achieving high quality results on key initiatives.

He/She strives for continuous improvement.

He/She surfaces the issues others are reluctant to talk about.

## CHINESE QUESTIONS

他/她能很快地把握住机会。

他/她面对压力时能保持镇定。

他/她能与他人建立深厚的联系。

他/她是一个有效率的决策者。

他/她对自己所拥护的愿景身体力行。

他/她善于从错误中学习。

他/她协助下属制订其发展计划。

他/她营造积极的氛围使得他人能够做到最好。

为追求结果，他/她总是干劲十足。

对于关键事务，他/她足以胜任并且能够取得好成果。

他/她为持续改善而努力。

别人不愿讨论的棘手话题，他/她也会带上台面。

He/She takes responsibility for his/her part of relationship problems.

在人际关系出现问题时，他/她主动承担相应责任。

He/She speaks directly even on controversial issues.

即便对有争议的问题，他/她也直言不讳。

He/She is courageous in meetings.

他/她在会议上勇于发表自己的意见。

He/She makes the tough decisions when required.

他/她在必要时能对棘手的问题作出决策。

He/She makes decisions in a timely manner.

他/她能够及时做出决定。

He/She communicates a compelling vision.

他/她可以向别人讲述他/她们的愿景，并使对方信服。

He/She is compassionate.

他/她富有同情心。

He/She forms warm and caring relationships.

他/她可以跟别人建立温暖且充满关怀的关系。

In a conflict, he/she accurately restates the opinions of others.

遇到冲突时，他/她可以准确地复述对方的观点。

He/She listens openly to criticism and asks questions to further understand.

他/她能够虚心听取批评，遇到不理解的地方，还会通过提问以帮助自己更好理解对方。

He/She is a people builder/developer.

他/她重视人才的塑造与培养。

He/She provides feedback focused on professional growth.

他/她给别人反馈时，会重点关注如何帮助对方成长。

He/She helps people learn, improve, and change.

他/她帮助他人学习、提升和改变。

He/She promotes high levels of teamwork through his/her leadership style.

他/她通过自己的领导风格来促进密切的团队合作。

He/She is a calming influence in difficult situations.

他/她能在困境中安定人心。

He/She balances work and personal life.

他/她可以在工作与生活之间取得平衡。

He/She finds enough time for personal reflection.

他/她能够找到充足的时间反省自我/她。

He/She shares leadership.

他/她授权他人领导工作，促进团队成员之间的合作。

He/She exhibits personal behavior consistent with his/her values.

他/她的为人处世跟自己的价值观是一致的。

He/She holds to his/her values during good and bad times.

无论顺境逆境，他/她都坚持自己的价值观。

He/She believes winning is what really matters.

他/她相信赢得胜利才是最重要的事。

He/She believes to feel good, one must constantly move up.

他/她认为要让自己感觉良好，就需要不断往上爬。

He/She needs to perform flawlessly.

他/她需要把事情做到完美无缺。

He/She tends to control others.

他/她倾向于控制他人。

He/She is aggressive.

他/她非常强势。

He/She has to get his/her own way.

他/她必须按自己的方式行事。

He/She worries about others' judgment.

他/她担心别人怎么看他/她。

He/She needs the approval of others.

他/她需要获得别人的认可。

He/She is passive.

他/她做事被动。

He/She lacks passion.

他/她缺乏热情。

He/She is wishy-washy in decision making.

他/她决策时优柔寡断。

He/She is self-centered.

他/她以自我为中心。

He/She is arrogant.

他/她态度傲慢。

He/She is emotionally distant.

他/她与他人情感疏离。

He/She is hard to get to know.

别人难以了解他/她。

He/She is critical.

他/她习惯批评别人。

He/She hurts people's feelings.

他/她会伤害别人的感情。

He/She puts people down.

他/她当着别人的面批评他人。

He/She is sarcastic and/or cynical.

他/她常常愤世嫉俗。

He/She inspires others with vision.

他/她用愿景来启发他人。

He/She adopts others' points of view so as not to disappoint them.

为了不让他人失望，他/她采用他们的观点。

He/She tries to please others by going along to get along.

他/她用迎合的方法来取悦他人。

He/She works too hard for others' acceptance.

他/她想尽办法来让别人接受自己。

He/She tries too hard to be the best at everything he/she takes on.

他/她过分努力地要把每件事都做到最好。

He/She needs to be admired by others.

他/她需要得到别人的仰慕。

He/She is excessively ambitious.

他/她野心太大了。

He/She dictates rather than influences what others do.

他/她直接下命令，而不是通过影响的方式让他人做事。

He/She is domineering.

他/她行事跋扈。

He/She pursues results at the expense of people.

为了得到成果，他/她可以牺牲他人的利益。

He/She tries too hard to conform to the group's rules/norms.

他/她过分努力地让自己适应群体。

He/She plays it too safe.

他/她总是在界限内活动。

He/She is aloof.

他/她对人对事漠不关心。

He/She remains standoffish.

他/她保持冷淡的态度。

He/She lacks drive.

他/她缺乏动力。

He/She has too big of an ego.

他/她自视过高。

I am satisfied with the quality of leadership that he/she provides.

他/她对自己的领导力感到满意。

He/she is the kind of leader that others should aspire to become.

他/她是那种别人该模仿的领导。

He/she is an example of an ideal leader.

他/她是好领导的模范。

His/Her leadership helps this organization to thrive.

他/她的领导能力让组织得以繁盛发展。

Overall, he/she provides very effective leadership.

总体而言，他/她的领导力行之有效。

He/She has a firm grasp of the market place dynamics.

他/她对市场动态有很好把握。

He/She provides strategic direction that is thoroughly thought through.

他/她提出的战略方向都经过深思熟虑。

He/She is a gifted strategist.

他/她是富有才华的战略家。

He/She establishes a strategic direction that helps the organization to thrive.

他/她能够指明公司的战略方向，让公司得以繁盛发展。

He/She handles stress and pressure very well.

他/她可以轻松地应付压力。

He/She leads in a manner that is completely aligned with his/her values.

他/她的领导方式跟他/她的价值观是吻合的。

He/She is a perfectionist.

他/她是个完美主义者。

He/She tries to do everything perfectly well.

他/她力求凡事都做到至善至美。

He/She needs to excel in every situation.

他/她需要在所有情况下都出类拔萃。

He/She provides strategic vision for the organization.

他/她给组织提供战略愿景。

He/She articulates a vision that creates alignment within the organization.

他/她能清晰讲述愿景以让组织团结起来。

What should he/she stop doing?

有哪些事情你觉得他/她不应该再做了？

What should he/she start doing?

有哪些事情你觉得他/她没有做而应该做？

What should he/she keep doing?

有哪些事情你觉得他/她应该继续保持？

In your opinion, what is this person's greatest leadership asset, skill or talent and what suggestions do you have for leveraging this?

就你看来，这个人最大的领导特质、技能或天赋是什么？你对他/她如何发挥这项长处有何建议？

In your opinion, what is this person's greatest leadership challenge or area for development and what suggestions do you have for handling this?

就你看来，作为一个领导，他/她最大的挑战或最需要提升的方面是什么？你有什么想法能帮助他去克服？

What have you observed about this person about which you would like to provide additional feedback to him/her that may not have been previously addressed in this assessment?

关于这个人，你还有什么其它的反馈（本测评还没涉及到的地方）？