

## Fiabilidad: Coeficientes Alfa

### Dimensiones del Círculo Externo

RELACIÓN GENEROSA	.87
TRABAJO EN EQUIPO	.79
COLABORADOR	.87
INTELIGENCIA INTERPERSONAL	.84
MENTORING Y DESARROLLO	.87
EQUILIBRIO	.62
COMPOSTURA	.69
AUTO DIDACTA	.75
LIDER ABNEGADO	.75
AUTENTICIDAD CON VALENTÍA	.79
INTEGRIDAD	.79
INTERES EN LA COMUNIDAD	.80
PRODUCTIVIDAD SOSTENIBLE	.76
PENSAMIENTO SISTEMICO	.71
LOGRA RESULTADOS	.82
DECISIVO	.84
CON PROPÓSITO-VISIÓN	.87
ENFOQUE ESTRATÉGICO	.80
CONSERVADOR	.61
PERTENECIENTE	.80
COMPLACIENTE	.83
PASIVO	.75
DISTANCIAMIENTO	.87
CRÍTICO	.83
ARROGANCIA	.90
AUTOCRÁTICO	.90
AMBICIÓN	.74
SOBRE EXIGIDO	.80
PERFECTO	.80

Nota: Todas las estadísticas en esta sección se basan en 25,000 managers y 300,000 feedbacks a no ser que se especifique lo contrario.  
Todas las correlaciones son significativas al nivel de 0.001

### Dimensiones de Resumen del Círculo Interior

RELACIONES	.95
AUTOCONSCIENCIA	.81
AUTENTICIDAD	.80
CONSCIENCIA SISTEMICA	.88
LOGRO	.92
CONTROL	.87
PROTECCIÓN	.91
CUMPLIMIENTO	.88

## Correlaciones: Todas las Dimensiones

	CONSERVADOR	COMPLACIENTE	PERTENECIENTE	PASIVO	ARROGANCIA	CRÍTICO	DISTANCIAMIENTO	PERFECTO	SOBRE EXIGIDO	AMBICIÓN	AUTOCRÁTICO	LOGRA RESULTADOS	DECISIVO	CON PR.POSITO Y VISIÓN	AUTENTICIDAD CON VALENTIA
CONSERVADOR	1	.16	.39	.13	-.03	-.02	.11	.05	.07	.06	.04	-.09	-.01	-.09	-.16
COMPLACIENTE	.16	1	.54	.39	.39	.31	.24	.20	.23	.37	.35	-.27	-.35	-.28	-.31
PERTENECIENTE	.39	.54	1	.61	.21	.16	.30	.03	.24	.26	.23	-.44	-.49	-.38	-.51
PASIVO	.13	.39	.61	1	.34	.30	.47	-.17	-.01	.17	.29	-.69	-.72	-.60	-.57
ARROGANCIA	-.03	.39	.21	.34	1	.77	.63	.19	.24	.61	.80	-.30	-.31	-.47	-.15
CRÍTICO	-.02	.31	.16	.30	.77	1	.64	.24	.27	.53	.79	-.26	-.24	-.45	-.10
DISTANCIA	.11	.24	.30	.47	.63	.64	1	.10	.17	.41	.61	-.39	-.35	-.53	-.28
PERFECTO	.05	.20	.03	-.17	.19	.24	.10	1	.54	.34	.27	.36	.25	.18	.22
SOBRE-EXIGIDO	.07	.23	.24	-.01	.24	.27	.17	.54	1	.40	.31	.17	.07	.04	.10
AMBICIÓN	.06	.37	.26	.17	.61	.53	.41	.34	.40	1	.66	-.09	-.15	-.26	-.05
AUTOCRÁTICO	.04	.35	.23	.29	.80	.79	.61	.27	.31	.66	1	-.28	-.28	-.49	-.16
LOGRA RESULTADOS	-.09	-.27	-.44	-.69	-.30	-.26	-.39	.36	.17	-.09	-.28	1	.77	.75	.63
DECISIVO	-.01	-.35	-.49	-.72	-.31	-.24	-.35	.25	.07	-.15	-.28	.77	1	.69	.64
CON PROPÓSITO Y-VISIÓN	-.09	-.28	-.38	-.60	-.47	-.45	-.53	.18	.04	-.26	-.49	.75	.69	1	.59
AUTENTICIDAD CON VALENTIA	-.16	-.31	-.51	-.57	-.15	-.10	-.28	.22	.10	-.05	-.16	.63	.64	.59	1
INTEGRIDAD	.03	-.28	-.31	-.48	-.56	-.54	-.51	.12	-.03	-.38	-.55	.60	.54	.68	.47
RELACION GENEROSA	-.05	-.13	-.18	-.38	-.58	-.60	-.69	.00	-.06	-.39	-.61	.45	.38	.66	.36
FOMENTA EL TRABAJO EN EQUIPO	-.06	-.26	-.29	-.48	-.60	-.59	-.59	.04	-.09	-.35	-.67	.62	.59	.79	.47
INTELIGENCIA INTERPERSONAL	-.04	-.31	-.33	-.52	-.59	-.57	-.57	.07	-.04	-.38	-.63	.64	.63	.75	.57
MENTORING Y DESARROLLO	-.09	-.27	-.35	-.53	-.46	-.47	-.54	.11	-.01	-.27	-.53	.67	.61	.81	.55
EQUILIBRIO	-.02	-.14	-.15	-.20	-.22	-.26	-.31	-.12	-.31	-.19	-.29	.21	.25	.35	.22
COMPOSTURA	.00	-.28	-.20	-.36	-.57	-.60	-.50	-.04	-.15	-.40	-.62	.46	.48	.61	.34
AUTODIDACTA	-.06	-.26	-.34	-.50	-.48	-.45	-.47	.15	-.03	-.34	-.52	.66	.61	.74	.54
LIBER ABNEGADO	-.09	-.22	-.15	-.16	-.41	-.34	-.28	-.03	-.11	-.40	-.43	.27	.24	.35	.23
COLABORADOR	.00	-.24	-.24	-.43	-.61	-.62	-.58	.02	-.09	-.43	-.69	.56	.54	.71	.44
INTERES EN LA COMUNIDAD	-.06	-.19	-.27	-.44	-.43	-.42	-.44	.11	.00	-.31	-.46	.58	.52	.74	.47
PRODUCTIVIDAD SOSTENIBLE	.01	-.26	-.34	-.55	-.46	-.43	-.43	.17	-.06	-.30	-.50	.68	.67	.69	.50
PENSAMIENTO SISTEMICO	-.07	-.25	-.35	-.53	-.32	-.29	-.32	.23	.05	-.17	-.32	.72	.68	.66	.53
ENFOQUE ESTRATÉGICO	-.01	-.30	-.40	-.60	-.40	-.34	-.40	.21	.02	-.25	-.41	.75	.74	.71	.60

## Correlaciones: Todas las dimensiones (Continuación)

	INTEGRIDAD	INTERESADO	FOMENTA EL TRABAJO EN EQUIPO	INTELIGENCIA INTERPERSONAL	TUTORAR Y DESARROLLAR	EQUILIBRIO	COMPOSTURA	AUTODIDACTA	LIBER ABNEGADO	COLABORADOR	PREOCUPADO POR LA COMUNIDAD	PRODUCTIVIDAD SOSTENIBLE	PENSAMIENTO DE SISTEMA	FOCO ESTRATÉGICO
<b>CONSERVADOR</b>	.03	-.05	-.06	-.04	-.09	-.02	.00	-.06	-.09	.00	-.06	.01	-.07	-.01
<b>COMPLACIENTE</b>	-.28	-.13	-.26	-.31	-.27	-.14	-.28	-.26	-.22	-.24	-.19	-.26	-.25	-.30
<b>PERTENECIENTE</b>	-.31	-.18	-.29	-.33	-.35	-.15	-.20	-.34	-.15	-.24	-.27	-.34	-.35	-.40
<b>PASIVO</b>	-.48	-.38	-.48	-.52	-.53	-.20	-.36	-.50	-.16	-.43	-.44	-.55	-.53	-.60
<b>ARROGANCIA</b>	-.56	-.58	-.60	-.59	-.46	-.22	-.57	-.48	-.41	-.61	-.43	-.46	-.32	-.40
<b>CRÍTICO</b>	-.54	-.60	-.59	-.57	-.47	-.26	-.60	-.45	-.34	-.62	-.42	-.43	-.29	-.34
<b>DISTANTE</b>	-.51	-.69	-.59	-.57	-.54	-.31	-.50	-.47	-.28	-.58	-.44	-.43	-.32	-.40
<b>PERFECTO</b>	.12	.00	.04	.07	.11	-.12	-.04	.15	-.03	.02	.11	.17	.23	.21
<b>EMPRENDEDOR</b>	-.03	-.06	-.09	-.04	-.01	-.31	-.15	-.03	-.11	-.09	.00	-.06	.05	.02
<b>AMBICIÓN</b>	-.38	-.39	-.35	-.38	-.27	-.19	-.40	-.34	-.40	-.43	-.31	-.30	-.17	-.25
<b>AUTOCRÁTICO</b>	-.55	-.61	-.67	-.63	-.53	-.29	-.62	-.52	-.43	-.69	-.46	-.50	-.32	-.41
<b>LOGRA RESULTADOS</b>	.60	.45	.62	.64	.67	.21	.46	.66	.27	.56	.58	.68	.72	.75
<b>DECISIVO</b>	.54	.38	.59	.63	.61	.25	.48	.61	.24	.54	.52	.67	.68	.74
<b>PURÓSITO-VISIÓN</b>	.68	.66	.79	.75	.81	.35	.61	.74	.35	.71	.74	.69	.66	.71
<b>AUTENTICIDAD CON VALENTIA</b>	.47	.36	.47	.57	.55	.22	.34	.54	.23	.44	.47	.50	.53	.60
<b>INTEGRIDAD</b>	1.00	.63	.68	.68	.63	.30	.58	.67	.41	.66	.63	.64	.56	.62
<b>INTERESADO</b>	.63	1.00	.69	.67	.66	.38	.61	.62	.38	.70	.64	.66	.41	.47
<b>FOMENTA EL TRABAJO EN EQUIPO</b>	.68	.69	1.00	.79	.81	.34	.65	.70	.42	.79	.62	.68	.60	.66
<b>INTELIGENCIA INTERPERSONAL</b>	.68	.67	.79	1.00	.76	.34	.70	.78	.44	.82	.64	.68	.61	.70
<b>TUTORAR Y DESARROLLAR</b>	.63	.66	.81	.76	1.00	.36	.59	.71	.35	.71	.64	.66	.62	.66
<b>EQUILIBRIO</b>	.30	.38	.34	.34	.36	1.00	.32	.36	.14	.33	.37	.33	.25	.29
<b>COMPOSTURA</b>	.58	.61	.65	.70	.59	.32	1.00	.60	.37	.71	.56	.54	.46	.52
<b>AUTODIDACTA</b>	.67	.62	.70	.78	.71	.36	.60	1.00	.43	.73	.68	.70	.63	.74
<b>LIBER ABNEGADO</b>	.41	.38	.42	.44	.35	.14	.37	.43	1.00	.43	.39	.39	.33	.33
<b>COLABORADOR</b>	.66	.70	.79	.82	.71	.33	.71	.73	.43	1.00	.64	.68	.57	.67
<b>PREOCUPADO POR LA COMUNIDAD</b>	.63	.64	.62	.64	.64	.37	.56	.68	.39	.64	1.00	.64	.57	.59
<b>PRODUCTIVIDAD SOSTENIBLE</b>	.64	.52	.68	.68	.66	.33	.54	.70	.39	.68	.64	1.00	.69	.72
<b>PENSAMIENTO DE SISTEMA</b>	.56	.41	.60	.61	.62	.25	.46	.63	.33	.57	.57	.69	1.00	.70
<b>FOCO ESTRATÉGICO</b>	.62	.47	.66	.70	.66	.29	.52	.74	.33	.67	.59	.72	.70	1.00

## Correlaciones: Dimensiones de Resumendel Círculo Interior

	RELACIONES	AUTO-CONSCIENCIA	AUTENTICIDAD	CONSCIENCIA SISTEMICA	LOGRO	CONTROL	PROTECCION	CUMPLIMIENTO	EQUILIBRIO REACTIVO-CREATIVO
RELACIONES	1	0.90	0.75	0.80	0.80	-0.62	-0.73	-0.50	0.93
AUTOCONSCIENCIA	0.90	1	0.72	0.81	0.75	-0.66	-0.70	-0.46	0.90
AUTENTICIDAD	0.75	0.72	1	0.75	0.79	-0.37	-0.48	-0.62	0.77
CONSCIENCIA SISTEMICA	0.80	0.81	0.75	1	0.83	-0.45	-0.52	-0.54	0.82
LOGRO	0.80	0.75	0.79	0.83	1	-0.33	-0.48	-0.69	0.81
CONTROL	-0.62	-0.66	-0.37	-0.45	-0.33	1	0.79	0.33	-0.76
PROTECCION	-0.73	-0.70	-0.48	-0.52	-0.48	0.79	1	0.43	-0.85
CUMPLIMIENTO	-0.50	-0.46	-0.62	-0.54	-0.69	0.33	0.43	1	-0.67
EQUILIBRIO REACTIVO-CREATIVO	0.93	0.90	0.77	0.82	0.81	-0.76	-0.85	-0.67	1

## Correlaciones: Cumplimiento

	CONSERVADOR	COMPLACIENTE	PERTENECIENTE	PASIVO	AUTENTICIDAD	LOGRO
CONSERVADOR	1	0.16	0.39	0.13	-0.07	-0.07
COMPLACIENTE	0.16	1	0.54	0.39	-0.34	-0.33
PERTENECIENTE	0.39	0.54	1	0.61	-0.47	-0.48
PASIVO	0.13	0.39	0.61	1	-0.61	-0.73
AUTENTICIDAD	-0.07	-0.34	-0.47	-0.61	1	0.79
LOGRO	-0.07	-0.33	-0.48	-0.73	0.79	1

## Correlaciones: Control

	PERFECTO	SOBRE-EXIGIDO	AMBICIÓN	AUTOCRÁTICO	RELACIONES	LOGRO
PERFECTO	1	0.54	0.34	0.27	0.06	0.28
SOBRE-EXIGIDO	0.54	1	0.40	0.31	-0.06	0.10
AMBICIÓN	0.34	0.40	1	0.66	-0.39	-0.19
AUTOCRÁTICO	0.27	0.31	0.66	1	-0.68	-0.40
RELACIONES	0.06	-0.06	-0.39	-0.68	1	0.80
LOGRO	0.28	0.10	-0.19	-0.40	0.80	1

## Correlaciones: Protección

	ARROGANCIA	CRÍTICO	DISTANCIA	RELACIONES	LOGRO	CONSCIENCIA SISTEMICA	AUTOCONSCIENCIA
ARROGANCIA	1	0.77	0.63	-0.62	-0.41	-0.47	-0.63
CRÍTICO	0.77	1	0.64	-0.63	-0.36	-0.45	-0.63
DISTANCIA	0.63	0.64	1	-0.67	-0.48	-0.47	-0.59
RELACIONES	-0.62	-0.63	-0.67	1	0.80	0.80	0.90
LOGRO	-0.41	-0.36	-0.48	0.80	1	0.83	0.75
CONSCIENCIA SISTEMICA	-0.47	-0.45	-0.47	0.80	0.83	1	0.81
AUTOCONSCIENCIA	-0.63	-0.63	-0.59	0.90	0.75	0.81	1

## Estructura de Factores: Reactivos

Eje de Principios, Matriz de Patrones	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Crítico: Menospreciar a las personas	.84					.56							.60	
Crítico: Huir los sentimientos de las personas	.75					.58							.67	
Crítico: Sarcástico/ cínico	.64					.51							.43	.40
Perteneciente: Busca conformarse		.79												
Perteneciente: Complacer siguiendo el paso		.71												
Perteneciente: Busca mucho la aceptación		.71												
Perteneciente: adopta otro punto de vista — no desilusionar		.52												
Sobre-exigido: Excesivamente emprendedor			.85											
Sobre-exigido: Adicto al trabajo			.80											
Sobre-exigido: Presiona demasiado			.79											
Complaciente: Necesita ser aceptado				.84										
Complaciente: Necesita ser admirado				.75										
Complaciente: Necesita la Aprobación de los demás				.73										
Complaciente: Se preocupa por la aprobación				.66										
Conservador: Sigue las costumbres convencionales					.70									
Conservador: Se adapta a las reglas					.65									
Distancia: Se mantiene lejano	.54					.87								.47
Distancia: Emocionalmente distante	.43					.82								
Distancia: Difícil de llegar a conocer	.41					.75								
Distancia: Apartado	.51					.73								.41
Perfeco: Promedio no es lo suficientemente bueno							.75							
Perfeco: Sostiene estándares muy altos							.60							
Ambición: Debe encontrarse en constante ascenso							.67							
Ambición: Excesivamente ambicioso							.67							
Ambición: Cree que triunfar es lo que importa	.41						.65							.45
Ambición: Agresivo							.51							.49
Pertenencia: Demasiado conservador								.76						.50
Conservador: Conservador								.66						
Arrogancia: Ego demasiado grande	.62				.41	.55		.58						.63
Arrogancia: Arrogante	.62					.57		.41						.59
Arrogancia: Egocéntrico	.61					.57		.52						.61
Pasivo: Débil en las decisiones		.41												
Pasivo: Le falta empuje														
Pasivo: Pasivo		.46												
Pertenencia: Va sobre seguro		.47												
Pasivo: Falta pasión														
Sobre-exigido: Trata demasiado de ser el mejor			.42			.56								
Perfeco: Necesita desempeñarse sin errores			.46											
Autocrático: Tiende a controlar	.56					.48		.50						.83
Autocrático: Dictar en vez de influir	.59					.50		.46						.78
Autocrático: Dominante	.58					.53		.50						.74
Autocrático: Tiene que ser a mi manera	.56					.51		.50						.71
Autocrático: Resultados más importante que personas	.64					.52		.53						.66
Crítico: Crítico														.49

Nota: Las cargas menores de .4 son eliminadas para facilitar la lectura



## Correlaciones con la Escala de Efectividad de Liderazgo

### Dimensiones

RELACIÓN GENEROSA	.58
TRABAJO EN EQUIPO	.81
COLABORADOR	.73
INTELIGENCIA INTERPERSONAL	.76
MENTORING Y DESARROLLO	.79
EQUILIBRIO	.41
COMPOSTURA	.65
AUTO DIDACTA	.71
LIDER ABNEGADO	.41
AUTENTICIDAD CON VALENTÍA	.59
INTEGRIDAD	.63
INTERES EN LA COMUNIDAD	.70
PRODUCTIVIDAD SOSTENIBLE	.69
PENSAMIENTO SISTEMICO	.65
LOGRA RESULTADOS	.72
DECISIVO	.72
CON PROPÓSITO Y VISIÓN	.85
ENFOQUE ESTRATÉGICO	.70
CONSERVADOR	.08
PERTENECIENTE	-.37
COMPLACIENTE	-.28
PASIVO	-.60
DISTANCIAMIENTO	-.55
CRÍTICO	-.51
ARROGANCIA	-.50
AUTOCRÁTICO	-.49
AMBICIÓN	-.13
SOBRE EXIGIDO	-.11
PERFECTO	.04
Efectividad del Liderazgo	1

### Escala de Efectividad del Liderazgo

Estoy satisfecho con la calidad de liderazgo que él/ella provee.  
 Él/ella es el tipo de líder al cual los demás deberían aspirar a ser.  
 Él/ella es un ejemplo de un líder ideal.  
 Su liderazgo ayuda a esta organización a progresar.  
 En general, él/ella provee un liderazgo muy efectivo

**Coefficiente Alfa 0.9**



## Fiabilidad Manager Edition : Coeficientes Alfa

### Dimensiones Círculo Externo

Visión	0.91
Estrategia	0.88
Rel. Generosas	0.86
Compostura	0.87
Coraje	0.84
Equilibrio	0.82
Mentoring	0.71
Trabajo en Equipo	0.89
Decisiones	0.86
Resultados	0.84
Interpersonal	0.85
Autocrático	0.83
Perteneciente	0.89
Perfeccionista	0.83
Distante	0.81
Ambicioso	0.88
Complaciente	0.78
Pasivo	0.84
Crítico	0.82
Arrogante	0.89
	0.89

NOTA: Todas las estadísticas en esta sección se basan en

25,000 managers y 300,000 feedbacks

a no ser que se especifique lo contrario.

Correlaciones no están en el mismo orden que

en el LCP ME

Todas las correlaciones son significativas a .001 level.

### Dimensiones Círculo Interno

Relaciones	0.94
Ser	0.89
Logro	0.96
Control	0.89
Protección	0.92
Cumplimiento	0.87

Efectividad del Liderazgo 0.96

**Correlaciones Manager Edition :Todas las Dimensiones**

	COMPLACIENTE	PERTENECIENTE	PASIVO	ARROGANTE	CRITICO	DISTANTE	PERFECCIONISTA	AMBICIOSO	AUTOCRATICO	RESULTADOS	DECISIONES	VISION	CORAJE	INTRIGIDAD	REL.GENEROSAS	TRABAJO EN EQUIPO	INTERPERSONAL	MENTORING	EQUILIBRIO	COMPOSTURA	ESTRATEGIA	RELACIONES	SER	LOGRO	CONTROL	PROTECCION	CUMPLIMIENTO	CREATIVO	REACTIVO	EFICIENCIA	LIDERAZGO
COMPLACIENTE	1	.51	.30	.45	.35	.25	.55	.48	.44	-.16	-.34	-.23	-.23	-.36	-.12	-.30	-.33	-.22	-.27	-.45	-.26	-.25	-.43	-.26	.48	.38	.57	-.34	.57	-.33	
PERTENECIENTE	.51	1	.65	.08	.03	.28	.26	.19	.14	-.47	-.52	-.43	-.59	-.35	-.10	-.25	-.25	-.28	-.10	-.23	-.43	-.23	-.43	-.48	.16	.17	.87	-.42	.43	-.38	
PASIVO	.30	.65	1	.17	.14	.41	-.08	-.05	.11	-.80	-.77	-.65	-.69	-.56	-.27	-.49	-.45	-.51	-.09	-.39	-.64	-.45	-.59	-.76	.08	.29	.90	-.66	.45	-.66	
ARROGANTE	.45	.08	.17	1	.84	.62	.47	.64	.85	-.21	-.23	-.30	.00	-.58	-.62	-.62	-.65	-.48	-.30	-.58	-.23	-.62	-.45	-.26	.83	.89	.22	-.49	.85	-.50	
CRITICO	.35	.03	.14	.84	1	.64	.44	.58	.86	-.20	-.17	-.32	.04	-.57	-.67	-.65	-.65	-.50	-.36	-.63	-.22	-.65	-.47	-.25	.83	.90	.16	-.50	.83	-.49	
DISTANTE	.25	.28	.41	.62	.64	1	.33	.40	.64	-.39	-.34	-.43	-.26	-.54	-.74	-.65	-.60	-.57	-.33	-.48	-.31	-.68	-.51	-.40	.61	.87	.40	-.58	.79	-.55	
PERFECCIONISTA	.55	.26	-.08	.47	.44	.33	1	.71	.58	.19	.02	.00	.10	-.18	-.23	-.23	-.23	-.12	-.36	-.32	.05	-.22	-.21	.07	.65	.46	.16	-.12	.55	-.11	
AMBICIOSO	.48	.19	-.05	.64	.58	.40	.71	1	.71	.09	.01	-.07	.10	-.35	-.40	-.33	-.38	-.24	-.28	-.34	.01	-.36	-.25	.00	.82	.59	.14	-.22	.68	-.19	
AUTOCRATICO	.44	.14	.11	.85	.86	.64	.58	.71	1	-.15	-.17	-.30	.02	-.56	-.67	-.65	-.66	-.51	-.40	-.61	-.21	-.66	-.48	-.23	.97	.86	.20	-.49	.89	-.47	
RESULTADOS	-.16	-.47	-.80	-.21	-.20	-.39	.19	.09	-.15	1	.83	.80	.69	.70	.42	.65	.62	.66	.18	.50	.79	.61	.69	.91	-.10	-.31	-.68	.81	-.39	.79	
DECISIONES	-.34	-.52	-.77	-.23	-.17	-.34	.02	.01	-.17	.83	1	.74	.72	.66	.34	.64	.61	.63	.28	.58	.78	.58	.74	.88	.14	-.28	-.72	.80	-.41	.80	
VISION	-.23	-.43	-.65	-.30	-.32	-.43	.00	-.07	-.30	.80	.74	1	.69	.75	.56	.77	.69	.77	.29	.62	.89	.72	.78	.93	-.25	-.40	-.59	.90	-.47	.87	
CORAJE	-.23	-.59	-.69	.00	.04	-.26	.10	.10	.02	.69	.72	.69	1	.51	.28	.48	.46	.53	.18	.36	.67	.46	.70	.73	.04	-.10	-.68	.69	-.24	.62	
ITEGRIIDAD	-.36	-.35	-.56	-.58	-.57	-.54	-.18	-.35	-.56	.70	.66	.75	.51	1	.68	.82	.82	.75	.40	.73	.68	.81	.86	.75	-.54	-.63	-.53	.88	-.69	.84	
REL.GENEROSAS	-.12	-.10	-.27	-.62	-.67	-.74	-.23	-.40	-.67	.42	.34	.56	.28	.68	1	.79	.73	.73	.42	.58	.39	.86	.61	.47	-.64	-.76	-.22	.71	-.69	.65	
TRABAJO EQUIPO	-.30	-.25	-.49	-.62	-.65	-.65	-.60	-.33	-.65	.65	.64	.77	.48	.82	.79	1	.86	.87	.45	.78	.66	.92	.81	.73	-.60	-.72	-.44	.90	-.72	.89	
INTERPERSONAL	-.33	-.25	-.45	-.65	-.65	-.60	-.23	-.38	-.66	.62	.61	.69	.46	.82	.73	.86	1	.78	.42	.76	.61	.89	.80	.68	-.63	-.70	-.43	.86	-.72	.82	
MENTORING	-.22	-.28	-.51	-.48	-.50	-.57	-.12	-.24	-.51	.66	.63	.77	.53	.75	.73	.87	.78	1	.41	.65	.66	.92	.76	.74	-.47	-.58	-.46	.87	-.61	.82	
EQUILIBRIO	-.27	-.10	-.09	-.30	-.36	-.33	-.36	-.28	-.40	.18	.28	.29	.18	.40	.42	.45	.42	.41	1	.44	.25	.46	.57	.28	-.40	-.36	-.14	.45	-.39	.37	
COMPOSTURA	-.45	-.23	-.39	-.58	-.63	-.48	-.32	-.34	-.61	.50	.58	.62	.36	.73	.58	.78	.76	.65	.44	1	.59	.72	.83	.61	-.57	-.62	-.40	.78	-.66	.76	
ESTRATEGIA	-.26	-.43	-.64	-.23	-.22	-.31	.05	.01	-.21	.79	.78	.89	.67	.68	.39	.66	.61	.66	.25	.59	1	.60	.73	.94	-.16	-.29	-.60	.84	-.38	.81	
RELACIONES	-.25	-.23	-.45	-.62	-.65	-.68	-.22	-.36	-.66	.61	.58	.72	.46	.81	.86	.92	.89	.92	.46	.72	.60	1	.79	.69	-.62	-.73	-.40	.88	-.73	.83	
SER	-.43	-.43	-.59	-.45	-.47	-.51	-.21	-.25	-.48	.69	.74	.78	.70	.86	.61	.81	.80	.76	.57	.83	.73	.79	1	.79	-.45	-.54	-.60	.92	-.62	.85	
LOGRO	-.26	-.48	-.76	-.26	-.25	-.40	.07	.00	-.23	.91	.88	.93	.73	.75	.47	.73	.68	.74	.28	.61	.94	.69	.79	1	-.19	-.35	-.69	.91	-.45	.87	
CONTROL	.48	.16	.08	.83	.83	.61	.65	.82	.97	-.10	-.14	-.25	.04	-.54	-.64	-.60	-.63	-.47	-.40	-.57	-.16	-.62	-.45	-.19	1	.84	.20	-.45	.88	-.43	
PROTECCION	.38	.17	.29	.89	.90	.87	.46	.59	.86	-.31	-.28	-.40	-.10	-.63	-.76	-.72	-.70	-.58	-.36	-.62	-.29	-.73	-.54	-.35	.84	1	.30	-.59	.92	-.58	
CUMPLIMIENTO	.57	.87	.90	.22	.16	.40	.16	.14	.20	-.68	-.72	-.59	-.68	-.53	-.22	-.44	-.43	-.46	-.14	-.40	-.60	-.40	-.60	-.69	.20	.30	1	-.62	.54	-.60	
CREATIVO	-.34	-.42	-.66	-.49	-.50	-.58	-.12	-.22	-.49	.81	.80	.90	.69	.88	.71	.90	.86	.87	.45	.78	.84	.88	.92	.91	-.45	-.59	-.62	1	-.65	.94	
REACTIVO	.57	.43	.45	.85	.83	.79	.55	.68	.89	-.39	-.41	-.47	-.24	-.69	-.69	-.72	-.72	-.61	-.39	-.66	-.38	-.73	-.62	-.45	.88	.92	.54	-.65	1	-.63	
EFECTIVIDAD	-.33	-.38	-.66	-.50	-.49	-.55	-.11	-.19	-.47	.79	.80	.87	.62	.84	.65	.89	.82	.82	.37	.76	.81	.83	.85	.87	-.43	-.58	-.60	.94	-.63	1	
LIDERAZGO																															

N =198521  
Todas las correlaciones son significativas al .001

a. Type = Other

<b>Manager Edition Reactive Factor Structure</b>									
<b>Principle Axis, Pattern Matrix</b>	<b>Component</b>								
	1	2	3	4	5	6	7	8	9
Autocratic	0.78								
I dictate rather than influence what others do.									
Autocratic	0.77								
I tend to control others.									
Autocratic	0.74							0.44	-0.52
I am domineering.								0.55	-0.46
Critical	0.61			0.42					
I hurt people's feelings.									
Autocratic	0.60								-0.35
I have to get my own way.									
Autocratic	0.56								-0.40
I pursue results at the expense of people.									
Belonging		0.79				-0.43			
I try to please others by going along to get along.									
Belonging		0.76							
I adopt others' points of view so as not to disappoint them.									
Belonging		0.69				-0.41			
I try too hard to conform to the group's rules/norms.									
Belonging		0.56					0.51		
I play it too safe.									
Passive		0.52					0.52		
I am wishy-washy in decision making.									
Perfectionist			0.84						
I am a perfectionist.									
Perfectionist			0.82						
I need to perform flawlessly.									
Perfectionist			0.78						
I try to do everything perfectly well.									
Perfectionist			0.72						
I try too hard to be the best at everything I take on.									
Perfectionist			0.72		0.47				
I need to excel in every situation.									
Distant				0.84					
I am emotionally distant.									
Distant				0.83					
I remain standoffish.									
Distant				0.83					
I am hard to get to know.									
Distant				0.72					-0.45
I am aloof.									
Ambitious					0.79				
I believe to feel good one must constantly move up.									
Ambitious	0.41				0.74				
I believe winning is what really matters.									
Ambitious					0.65				
I am excessively ambitious.									
Ambitious	0.49				0.53				
I am aggressive.									
Pleasing						-0.88			
I need the approval of others.									
Pleasing						-0.87			
I need to be accepted by others.									
Pleasing						-0.76			
I worry about others' judgment.									
Pleasing						-0.76			
I need to be admired by others.									
Pleasing		0.46				-0.72			
I work too hard for others' acceptance.									
Passive							0.81		
I lack drive.									
Passive							0.80		
I lack passion.									
Passive		0.51					0.63		
I am passive.									
Critical								0.82	
I am sarcastic and/or cynical.									
Critical								0.71	
I am critical.									
Critical	0.56							0.60	-0.51
I put people down.									
Arrogant	0.46								-0.83
I have too big of an ego.									
Arrogant									-0.80
I am self-centered.									
Arrogant	0.47							0.49	-0.80
I am arrogant.									

Manager Edition Creative Factor Structure									
Principle Axis, Pattern Matrix	1	2	3	4	5	6	7	8	9
Purpose									
I provide strategic vision for [my part of] the organization.	0.78								
Strategy									
I am a gifted strategist.	0.75								
Strategy									
I establish a strategic direction that helps [my part of] the organization to thrive.	0.75								
Strategy									
I provide strategic direction that is thoroughly thought through.	0.67								
Purpose									
I communicate a compelling vision.	0.61								
Strategy									
I have a firm grasp of the market place dynamics.	0.60								
Purpose									
I articulate a vision that creates alignment within [my part of] the organization.	0.59								
Purpose									
I inspire others with vision.	0.48								
Caring									
I connect deeply with others.	0.82								
Caring									
I form warm and caring relationships.	0.81								
Caring									
I am compassionate.	0.73								
Integrity									
I exhibit personal behavior consistent with my values.	0.85								
Integrity									
I hold to my values during good and bad times.	0.77								
Integrity									
I lead in a manner that is completely aligned with my values.	0.73								
Integrity									
I am a good role model for the vision I espouse.	0.43								
Composure									
I am composed under pressure.	0.83								
Composure									
I handle stress and pressure very well.	0.76								
Composure									
I am a calming influence in difficult situations.	0.66								
Courage									
I surface the issues others are reluctant to talk about.	0.82								
Courage									
I speak directly even on controversial issues.	0.80								
Courage									
I am courageous in meetings.	0.71								
Decisions									
I make the tough decisions when required.	0.40								
Balance									
I balance work and personal life.	0.85								
Balance									
I find enough time for personal reflection.	0.81								
Mentoring									
I help direct reports create development plans.	-0.69								
Mentoring									
I help people learn improve and change.	-0.67								
Mentoring									
I am a people builder/developer.	-0.64								
Teamwork									
I promote high levels of teamwork through my leadership style.	-0.60								
Mentoring									
I provide feedback focused on professional growth.	-0.58								
Teamwork									
I share leadership.	-0.50								
Teamwork									
I create a positive climate that supports people doing their best.	-0.46								
Decisions									
I am an efficient decision maker.	-0.60								
Results									
I am quick to seize opportunities upon noticing them.	-0.59								
Decisions									
I make decisions in a timely manner.	-0.54								
Results									
I pursue results with drive and energy.	-0.53								
Results									
I am proficient at achieving high quality results on key initiatives.	-0.38								
Results									
I strive for continuous improvement.	-0.35								
Interpersonal									
I listen openly to criticism and ask questions to further understand.	0.65								
Interpersonal									
I learn from mistakes.	0.57								
Interpersonal									
I take responsibility for my part of relationship problems.	0.56								
Interpersonal									
In a conflict I accurately restate the opinions of others.	0.40								