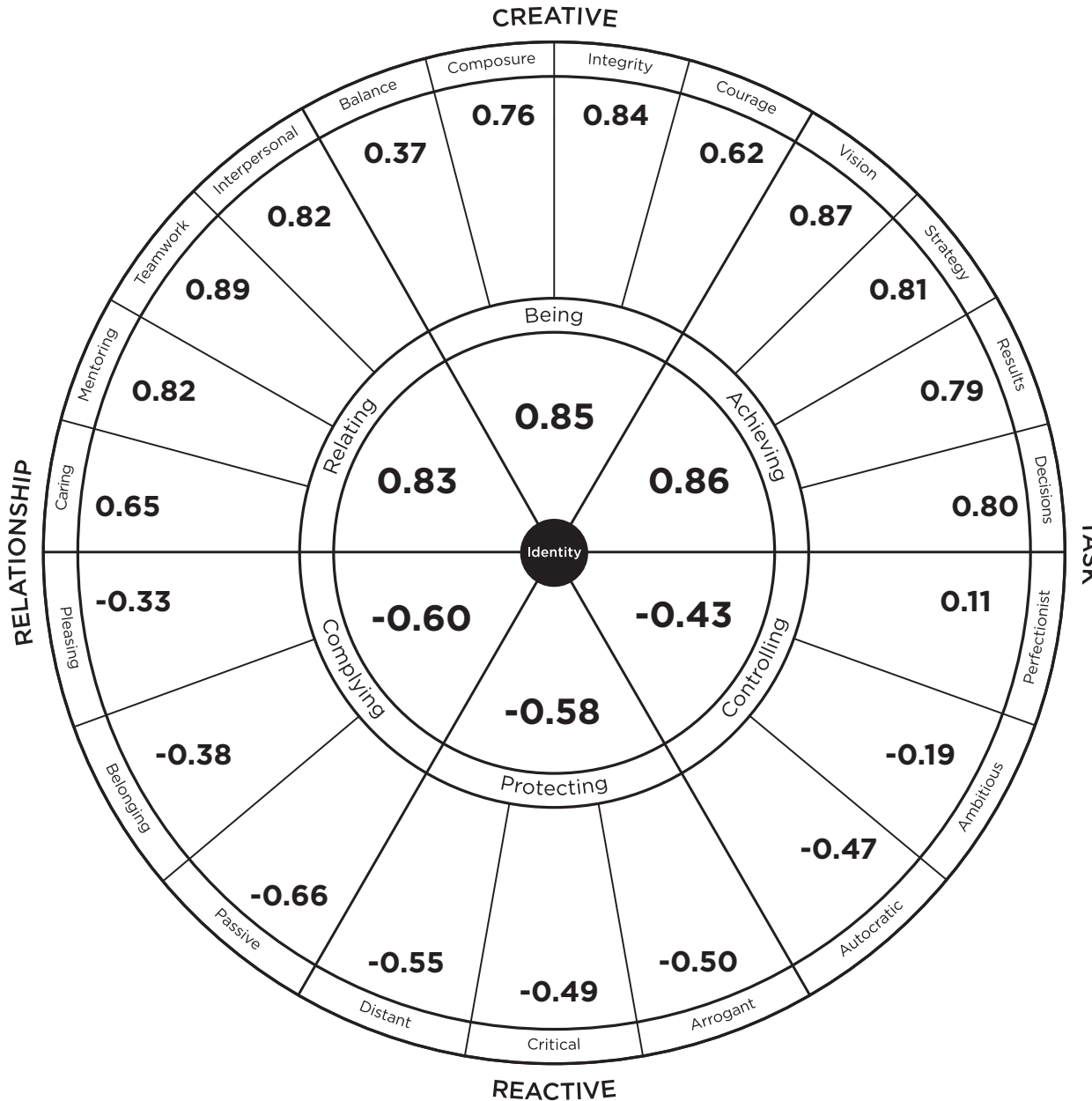


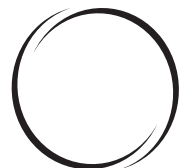
THE LEADERSHIP CIRCLE PROFILE™ MANAGER EDITION

Correlations to Leadership Effectiveness



LEADERSHIP EFFECTIVENESS SCALE QUESTIONS

- I am satisfied with the quality of leadership that this leader provides.
- This leader is the kind of leader that others should aspire to become.
- This leader is an example of an ideal leader.
- This leader's leadership helps this organization to thrive.
- Overall, this leader provides very effective leadership.



The Leadership Circle

THE LEADERSHIP CIRCLE PROFILE™ MANAGER EDITION

Correlations to Business Performance Index

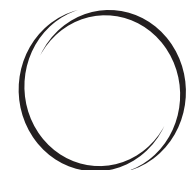
PERFORMANCE CORRELATIONS*	Leadership Effectiveness Scale	Relating	Being	Achieving	Controlling	Protecting	Complying
Leadership Effectiveness	1	0.83	0.85	0.88	-0.43	-0.58	-0.60
Relating	0.83	1	0.79	0.69	-0.62	-0.73	-0.40
Being	0.85	0.79	1	0.80	-0.45	-0.54	-0.60
Achieving	0.88	0.69	0.80	1	-0.19	-0.35	-0.69
Controlling	-0.43	-0.62	-0.45	-0.19	1	0.84	0.20
Protecting	-0.58	-0.73	-0.54	-0.35	0.84	1	0.31
Complying	-0.60	-0.40	-0.60	-0.69	0.20	0.31	1

* 0.4 or more is noteworthy | 0.6 or more is strong

Scale Alpha: 0.94

LEADERSHIP EFFECTIVENESS SCALE QUESTIONS

- I am satisfied with the quality of leadership that this leader provides.
- This leader is the kind of leader that others should aspire to become.
- This leader is an example of an ideal leader.
- This leader's leadership helps this organization to thrive.
- Overall, this leader provides very effective leadership.



The Leadership Circle