

Collective Leadership Assessment™ Demographics July 2023

Database break down:

- 39,513 Companies for all LC products
- 9,311 CLA product groups
- 141,000 CLA participants

Gender	Participants
Female	42,156
Male	51,408
Other	902
Prefer not to answer	46,534

Management Level	Participants
Board Member	519
Chief Executive Officer (CEO)	1,636
Chief Financial Officer (CFO)	1,043
Chief Operational Officer (COO)	485
C-suite Other	1,671
Director	12,812
Executive Director	2,575
Foreperson/Foreman	205
General Manager	2,299
Manager	22,791
Other	27,681
Prefer not to answer	51,908
President	712
Senior Vice President	1,214
Supervisor	3,827
Team Leader	4,455
Vice President	5,167

CLA Demographics July 2023

Profession	Participants	Profession	Participants
Accounting professional	4,076	Judge	19
Architect	256	Law Enforcement professional	123
Armed forces professional	50	Lawyer/Solicitor	1,855
Arts professional	273	Legal professional	441
Banking professional	1,966	Marketing professional	5,148
Broadcasting/Media professional	1,033	Non-Profit professional	1,123
Business professional	5,501	Nurse	630
Coach	517	Org. Development professional	1,289
Community health professional	104	Other	20,042
Computer Science professional	1,273	Parks and Recreation professional	91
Consultant	2,438	Prefer not to answer	47,125
Criminal justice professional	26	Psychiatrist/Psychologist	143
Doctor/Physician/Dentist	2,288	Public Administration professional	2,516
Educator/Teacher/Professor	2,442	Public Health professional	186
Engineer	7,327	Religion professional	207
Entrepreneur	558	Sales professional	5,306
Environmentalist	266	Scientist	1,420
Finance professional	6,215	Service professional	830
Health Care Administrator	662	Social worker	1,013
Health Care professional	1,584	Sports professional	296
Human Resource professional	4,379	Trainer	578
Insurance professional	497		
IT professional	6,888		

CLA Demographics July 2023

Industry	Participants	Industry	Participants
Advertising	379	Information Technology: Software	1,837
Agriculture	1,922	Insurance	2,170
Airlines	101	Logistics/Transportation	1,588
Apparel	227	Manufacturing	5,294
Arts and Cultural	235	Marketing	978
Automotive	1,295	Media	2,276
Banking	3,083	Mining and quarrying	940
Biotechnology	1,156	Nonprofit/Charity	4,840
Commercial services	162	Other	3,357
Communication	216	Pharmaceutical	4,793
Construction	1,535	Prefer not to answer	33,001
Defense/Defence	381	Professional Services: Accounting	416
Education	6,572	Professional Services: Coaching	338
Energy	5,807	Professional Services: Consulting	4,223
Engineering	2,301	Professional Services: Financial	221
Entertainment	308	Professional Services: HR/OD	234
Fast Moving Consumer Goods	564	Professional Services: Legal	775
Financial	9,080	Professional Services: Other	358
Fisheries	48	Professional Services: Recruitment	1,142
Food and beverage	3,149	Professional Services: Training	70
Forestry	31	Real Estate/Property	724
Government: Federal/National	956	Recreation	928
Government: Local	632	Research/Development	337
Govt: Public Administration	653	Retail	2,262
Government: State	5,227	Service	2,818
Healthcare	10,316	Social services	695
Healthcare equipment	720	Technology/Scientific	4,282
Hotel/Hospitality	347	Telecommunications	1,152
Information services	283	Utilities	702
IT: Data storage	76	Warehousing	74
IT: Hardware	179	Water management	44
IT: Manufacturing	73	Wholesale	117

CLA Demographics July 2023

AFRICA totals 3,944	Participant
Algeria	1
Angola	4
Benin	1
Botswana	455
Burkina Faso	1
Burundi	0
Cameroon	3
Cape Verde	4
Central African Republic	0
Chad	1
Comoras	1
Congo	1
Democratic Republic of the Congo	2
Djibouti	3
Egypt	50
Equatorial Guinea	0
Eritrea	0
Ethiopia	21
Gabon	1
Gambia	1
Ghana	11
Guinea	1
Guinea-Bissau	0
Ivory Coast	3
Kenya	435
Lesotho	0
Liberia	1
Libya	1

AFRICA	Participants
Madagascar	2
Malawi	1
Mali	0
Mauritania	0
Mauritius	2
Mayotte	0
Morocco	13
Mozambique	1
Namibia	1
Niger	0
Nigeria	61
Reunion	2
Rwanda	2
Saint Helena	1
Sao Tome and Principe	0
Senegal	2
Seychelles	1
Sierra Leone	2
Somalia	190
South Africa	2,058
South Sudan	9
Sudan	6
Swaziland	144
Tanzania	110
Togo	1
Tunisia	7
Uganda	193
Western Sahara	1
Zambia	89
Zimbabwe	43

ASIA totals 5,816	Participants
Afghanistan	32
Armenia	8
Azerbaijan	29
Bahrain	20
Bangladesh	21
Bhutan	2
British Indian Ocean Territory	0
Cambodia	4
China	746
Christmas Island	0
Cocos (Keeling) Islands	1
East Timor	0
Georgia	1
Hong Kong	301
India	729
Indonesia	56
Iran	11
Iraq	77
Israel	43
Japan	343
Jordan	9
Kazakhstan	7
Kiribati	0
Kuwait	6
Kyrgyzstan	0
Laos	1
Lebanon	32

ASIA	Participants
Macau	0
Malaysia	83
Maldives	0
Mongolia	2
Myanmar	8
Nepal	1
North Korea	1
Oman	2
Pakistan	723
Palestine	4
Philippines	276
Qatar	2
Saudi Arabia	278
Singapore	546
South Korea	83
Sri Lanka	78
Syria	24
Taiwan	40
Tajikistan	1
Thailand	78
Turkey	91
Turkmenistan	0
United Arab Emirates	959
Uzbekistan	14
Vietnam	41
Yemen	2

EUROPE totals 20,251	Participants
Albania	11
Andorra	106
Austria	140
Belarus	2
Belgium	662
Bosnia and Herzegovina	0
Bulgaria	13
Croatia	55
Cyprus	0
Czech Republic	33
Denmark	829
Estonia	31
Faroe Islands	0
Finland	59
France	990
Germany	1,930
Gibraltar	0
Greece	26
Guernsey	0
Hungary	84
Iceland	2
Ireland	226
Isle of Man	1
Italy	360
Jersey	1
Latvia	23

EUROPE	Participants
Liechtenstein	1
Lithuania	117
Luxembourg	46
Macedonia	3
Malta	3
Moldova	1
Monaco	0
Montenegro	0
Netherlands	698
Norway	443
Poland	161
Portugal	167
Romania	26
Russian Federation	56
San Marino	0
Serbia	24
Slovakia	14
Slovenia	37
Spain	7,090
Svalbard	0
Sweden	354
Switzerland	2,158
Ukraine	74
United Kingdom	3,191
Vatican City	3

CLA Demographics July 2023

NORTH AMERICA totals 39,808	Participants
Anguilla	1
Antigua and Barbuda	2
Aruba	7
Bahamas	10
Barbados	20
Belize	1
Bermuda	10
British Virgin Islands	0
Canada	7,373
Cayman Islands	6
Costa Rica	84
Cuba	4
Dominica	1
Dominican Republic	16
El Salvador	71
Greenland	2
Grenada	0
Guadeloupe	0
Guatemala	14
Haiti	8
Honduras	2

NORTH AMERICA	Participants
Jamaica	12
Martinique	0
Mexico	1,104
Montserrat	0
Nicaragua	1
Panama	75
Puerto Rico	35
Saint Barthelemy	0
Saint Kitts and Nevis	0
Saint Lucia	29
Saint Maarten	0
Saint Pierre and Miquelon	0
Saint Vincent and the Grenadines	0
Trinidad-Tobago	203
Turks and Caicos Islands	0
U.S. Virgin Islands	5
United States	30,683
United States Minor Outlying Islands	29

OCEANIA totals 16,417	Participants
American Samoa	11
Australia	14,374
Cook Islands	0
Fiji	372
French Polynesia	1
Guam	0
Heard Island and McDonald Islands	0
Marshall Islands	0
Micronesia	2
Nauru	0
New Caledonia	0
New Zealand	1,633
Niue	1
Norfolk Island	0
Northern Mariana Islands	1
Palau	1
Papua New Guinea	9
Pitcairn Islands	0
Samoa	3
Solomon Islands	2
Tokelau	0
Tonga	0
Tuvalu	3
Vanuatu	4
Wallis and Futuna	0

SOUTH AMERICA totals 3,397	Participants
Argentina	148
Bolivia	8
Bonaire	0
Brazil	1,395
Chile	305
Colombia	1,130
Curacao	0
Ecuador	242
Falkland Islands	0
French Guiana	2
Guyana	2
Netherlands Antilles	5
Paraguay	14
Peru	87
Suriname	2
Uruguay	39
Venezuela	18

ANTARTICA totals 4	Participants
Anguilla	2
Bouvet Island	1
French Southern Territories	0
South Georgia and the South Sandwich Islands	1

Prefer not to answer	51,363
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