

Finally,  
select & develop leaders  
as perfectly unique  
as your company



## Leadership Skills Profile - Leadership Suite

Introducing a better way to predict and develop leadership performance. **Explore the expanded options available with the new Leadership Skills Profile, now customizable** to the specific needs of each leadership position within your company.

### Customizable LSP Versions for

- Managerial and Executive Selection
- Leadership Development
- Succession Planning



*Advancing the Science of Human Assessment since 1967.*

## The 42 LSP Dimensions . . .

were developed by leveraging decades of research by a world authority on personality and selection, and are based on a comprehensive model of leadership.

### Cognitive Managerial Skills

- Technical Orientation
- Analytical Orientation
- Decisiveness
- Creativity
- Thoroughness
- Objectivity
- Risk Taking

### Interpersonal Managerial Skills

- Open-Mindedness
- First Impression
- Interpersonal Relations
- Sensitivity
- Social Astuteness
- Conflict Management
- Communication
- Formal Presentation
- Persuasiveness
- Negotiation

### Personal Managerial Qualities

- Listening
- Achievement/ Motivation
- Self Discipline
- Flexibility
- Independence
- Self Esteem
- Emotional Control
- Dependability
- Ambition
- General Leadership Effectiveness

### Teamwork, Supervision, Planning & Productivity

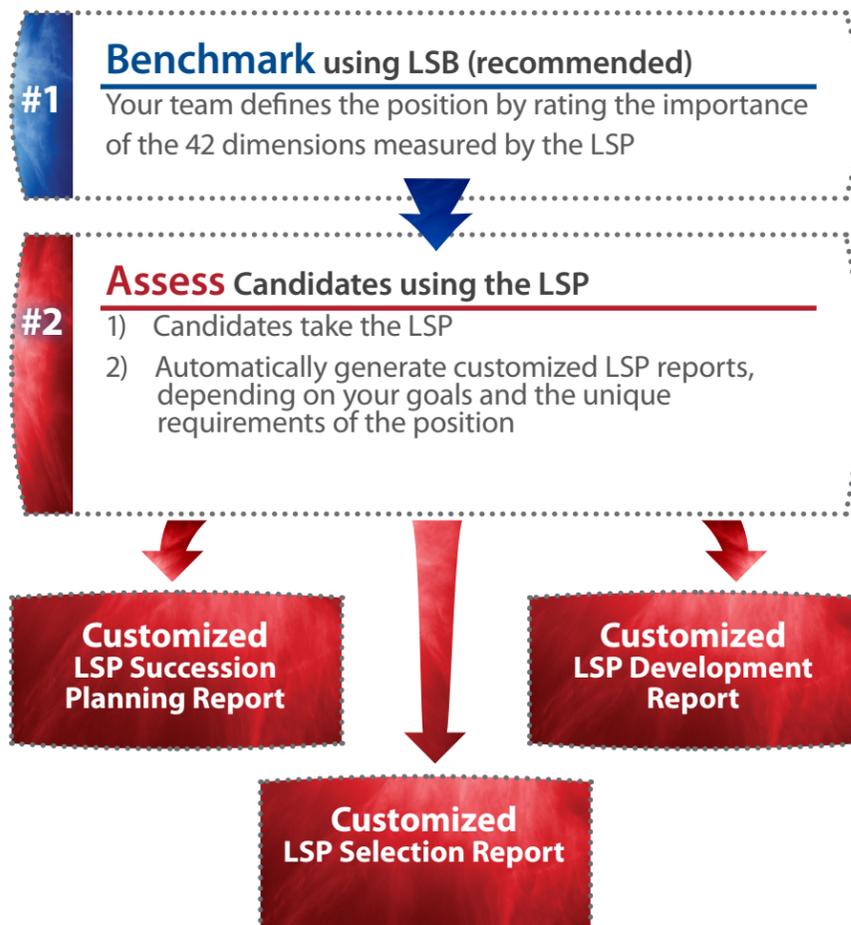
- Assuming Responsibility
- Vision
- Emphasizing Excellence
- Organizational Spokesperson
- Subordinate Involvement
- Facilitating Teamwork
- Inspirational Role Model
- Short-term Planning
- Strategic Planning
- Organizing the Work of Others
- Delegation
- Monitoring and Controlling
- Motivating Others
- Attracting Staff
- Productivity



Leadership Skills Profile

## Select and Develop Effective Leaders

SIGMA can help you identify and develop effective leadership at every level of your organization using the Leadership Skills Profile (LSP) and the Leadership Skills Benchmark (LSB). Based on decades of research on the relations between personality and workplace behavior, these tools combine to deliver insight, flexibility, and value by predicting and developing performance on 42 empirically-derived dimensions critical to leadership effectiveness.



## Customizing the LSP (recommended) using the Leadership Skills Benchmark (LSB)

### Step #1 - Identify SME Group

Identify key people, or Subject Matter Experts (SMEs), in your organization that best understand the leadership skills that are most important to the specific leadership position (include yourself, top performers, their supervisors, etc.).

### Step #2 - Complete the LSB Questionnaire

SMEs rate the importance of each of the 42 leadership dimensions predicted by the LSP. The result is the Leadership Skills Benchmark, a valuable report summarizing your organization's profile for successful leadership in a given position. Very useful for interviewing, writing job descriptions, and customizing the LSP.

### Step #3 - Assess Candidates and Generate Reports

Candidates take the LSP. Next the LSP is scored and reports are automatically customized based on the benchmarks defined above. The result is a powerful, cost effective solution where leaders are compared to a profile defined by your team of experts.

**LSP - Report** p.5

**Strategic Planning**

Importance: 7.9 | Percentile: 90

The ability to establish a long-range direction for the organization or unit.

Mr. Sample's projected level of performance in STRATEGIC PLANNING is in the **VERY HIGH** range.

- Competitive individuals, such as Mr. Sample, appreciate the need to stay abreast of new developments and challenges. This likely has a positive impact on his ability to stay on top of long-term industry trends and external threats to the organization.
- Mr. Sample often seeks the advice and opinions of others. This can put him in a better position to foresee long-term organizational trends, developmental opportunities, or potential threats to the stability of the company.
- Mr. Sample is generally motivated to explore topics in great depth. His reflective and intellectual tendencies may assist him in coming up with sustainable long-term plans that support a clear strategic vision.
- Mr. Sample's uninhibited and flexible thinking style may enhance his ability to discover an engaging organizational vision, as he is likely to brainstorm and follow up on intriguing ideas.
- Daring individuals, such as Mr. Sample, may become excited when strategic plans and visions have an element of uncertainty attached to them.

**Select** → - Select the best leaders  
- Identify bench strength

**Fit** → - Identify best fit between position and candidate

**Develop** → - Identify individual needs  
- Identify corporate needs

# Leadership Skills Profile - Leadership Suite

## Consulting Services

SIGMA's consulting psychologists are experts in leadership. We can optimize your processes for selection, development, and succession planning by defining leadership needs, benchmarking roles, and assessing candidates and groups.

## LSP Qualification Course Identifying Effective Leaders



The "Identifying Effective Leaders" course qualifies you to interpret the LSP. Enhance your knowledge of leadership and assessment, and improve processes for selection, development, succession planning, and placement.

## SIGMA Performance Index (SPI)

**Get the complete picture.** The SPI optimizes selection decisions by incorporating measures of personality and cognitive ability. Independent research strongly indicates this is one of the most powerful combinations for predicting performance.



## SigmaRADIUS 360 degree feedback

SigmaRADIUS leverages the same robust competency model as the LSP, making it the perfect complement to your leadership development process. Incorporate feedback on 46 dimensions to continuously develop managerial and executive performance.

## ABOUT SIGMA

For 40 years, SIGMA Assessment Systems Inc. has consistently helped clients maximize organizational effectiveness through superior staff selection, retention, and leadership development. SIGMA's innovative, practical solutions withstand both the test of time and critical scientific review. As a founding member of the Association of Test Publishers, SIGMA's commitment to excellence in assessment has earned the company thousands of satisfied clients. The following organizations are among them:



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