






Group Summary by Leadership Practice

This page displays the average Self and Observer responses for all individuals participating in this group. The AVG column shows the averages of each type of Observer responses for each of The Five Practices. Responses can range from 6 to 60. The STD DEV measures the distribution of scores around the mean (average score) and as the number increases from zero it means that the distribution of scores is increasingly widespread.

		AVG	STD DEV
	Model the Way		
	Self	46.2	5.3
	Manager	43.0	8.1
	Direct Report	43.1	9.2
	Co-Worker	43.6	10.3
	Other	46.4	9.1
	All Observers	44.1	9.6
	Inspire a Shared Vision		
	Self	42.3	7.9
	Manager	36.4	11.1
	Direct Report	41.4	9.8
	Co-Worker	38.8	11.3
	Other	43.6	9.4
	All Observers	40.2	11.5
	Challenge the Process		
	Self	46.3	6.7
	Manager	41.0	9.1
	Direct Report	44.1	9.0
	Co-Worker	41.8	9.8
	Other	44.8	8.3
	All Observers	42.9	9.4
	Enable Others to Act		
	Self	50.3	4.3
	Manager	45.5	8.7
	Direct Report	49.1	7.7
	Co-Worker	47.6	8.2
	Other	48.2	10.0
	All Observers	47.8	9.4
	Encourage the Heart		
	Self	46.3	6.4
	Manager	42.1	9.9
	Direct Report	43.4	9.6
	Co-Worker	44.6	10.0
	Other	45.6	9.9
	All Observers	44.3	9.9

ALL OBSERVER
SURVEYS TALLIED: 191

Self Surveys Tallied: 20
Manager Surveys Tallied: 22

Direct Report Surveys Tallied: 37
Co-Worker Surveys Tallied: 87

Other Surveys Tallied: 45

AVG—Average of all Observer responses in each category

STD DEV—Standard Deviation

Lpi Leadership Practices Inventory Self

Jessica J Manson



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