Leadership Quotient™ - Workbook With Survey

“The call and need of a new era is for greatness. Tapping into the higher reaches of human genius and motivation requires leaders to have a new mind-set, a new skill-set, and a new tool-set.”

- Stephen R. Covey

Solution:
The FranklinCovey Leadership Quotient (LQ) includes 12 questions that were carefully selected on the basis of FranklinCovey’s experience. Questions are behavioral standards that make a significant difference in Leadership effectiveness. Additionally, they are “actionable,” meaning they are things individuals can actually do something about to increase their effectiveness. The LQ assessment is administered twice—when the LQ process begins, and again six months later.

Leadership Quotient Reports
FranklinCovey’s Leadership Quotient prepares leaders to meet these challenges by providing them with:

1. Two Leadership Quotient reports. These are manager, direct report, and peer assessments of the participant’s ability to meet the four leadership imperatives:
   - **Imperative 1:** inspire trust—to build credibility as a leader so people trust you with their highest efforts.
   - **Imperative 2:** clarify purpose—to define a clear and compelling purpose that people will willingly try their best to achieve.
   - **Imperative 3:** align systems—to create systems of success that support the purpose and goals of the organization, enable people to do their best work, operate independently, and endure over time.
   - **Imperative 4:** unleash talent—to develop a winning team, where people’s unique talents are leveraged against clear performance expectations in a way that encourages responsibility and growth.

2. An action plan to target those behaviors that will have the greatest impact and allow the participant to improve his or her scores on the LQ².
**Action Plan**

The action plan helps participants analyze, understand, and implement a plan for improving their LQ scores. The first LQ score provides a benchmark against which they can measure their progress over the next six months. Their first step is to analyze their LQ¹ scores and complete the LQ¹ action plan. Then, when they get their LQ² results, they compare their scores to see how well they have accomplished the LQ¹ action plan. They then complete the LQ² action plan to identify any additional things they still need to work on.

**The Leadership Quotient is designed for:**
- New or experienced manager
- Project leaders
- Supervisors
- Team leaders

**Powerful Self-Directed Tools**

Participants receive a Leadership Quotient workbook that explains the whole-person paradigm and the 4 Imperatives of great leaders. The workbook also explains how to evaluate their LQ scores and contains the action plan they will complete after receiving their LQ¹ and LQ² scores.

**How to Take the LQ**

Completing the LQ assessment is a simple, self-directed, web-based process. Participants receive and access code that allows them to easily complete a self-assessment and then request feedback from their manager, their direct reports, and peers.