# Leadership Role Expectations for *General Managers* ABC Company

**Leadership Effectiveness Analysis™**

| | LOW | | | | | LOW-MID | | | MID-RANGE | | | | HIGH-MID | | | HIGH | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1-5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 96+ |
| **Creating a Vision** | | | | | | | | | | | | | | | | | | | | |
| ◆ Conservative | | | | | | | | | | | | | | | | | | | | |
| ◆ Innovative | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | | |
| ◆ Technical | | | | | | | | | | | | | | | | | | | | |
| ◆ Self | | | | | | | | | | | | | | | | | | | | |
| ◆ Strategic | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | |
| **Developing Followership** | | | | | | | | | | | | | | | | | | | | |
| ◆ Persuasive | | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | |
| ◆ Outgoing | | | | | | | | | | | | | | | | | | | | |
| ◆ Excitement | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | |
| ◆ Restraint | | | | | | | | | | | | | | | | | | | | |
| **Implementing the Vision** | 1-5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 96+ |
| ◆ Structuring | | | | | | | | | | | | | | | | | | | | |
| ◆ Tactical | | | | | | | | | | | | | | | | | | | | |
| ◆ Communication | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | |
| ◆ Delegation | | | | | | | | | | | | | | | | | | | | |
| **Following Through** | | | | | | | | | | | | | | | | | | | | |
| ◆ Control | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | |
| ◆ Feedback | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | | |
| **Achieving Results** | 1-5 | 10 | 15 | 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 | 85 | 90 | 95 | 96+ |
| ◆ Management Focus | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | |
| ◆ Dominant | | | | | | | | | | | | | | | | | | | | |
| ◆ Production | | | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | |
| **Team Playing** | | | | | | | | | | | | | | | | | | | | |
| ◆ Cooperation | | | | | | | | | | | | | | | | | | | | |
| ◆ Consensual | | | | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | | |
| ◆ Authority | | | | | | | | | | | | | | | | | | | | |
| ◆ Empathy | | | | | | | | | ■ | ■ | ■ | ■ | ■ | | | | | | | |

Copyright © 1987 Management Research Group

MANAGEMENT RESEARCH GROUP®