



Limbic Personality GmbH

Profile Comparison Top-Leader

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Presented by



The Limbic Personality Profile Comparison for Top Leaders

There are a lot of leaders in the market but only those with very particular personality traits belong to the absolute top level. From our analysis of thousands of leaders, we have identified the really important traits. Interestingly, it is not the hardliners who are most successful but rather the people who are able to motivate their employees with emotion and empathy to follow them and commit to the tasks at hand. Today, it is the so called 'soft skills' which make the difference between a good leader and an outstanding one. The Limbic Personality Profile Comparison for Top Leaders enables you to compare your personality with that of top leaders. This can show you your present position and the areas in which you have potential for further development in order to become a top leader.

The evaluation is constructed in such a way that the twenty-three personality traits of top leaders will be reviewed. Each trait is defined with a list of characteristics in bullet points. This list shows you which characteristics the top leaders have in the relevant category. The next section gives you information on your characteristics, and shows what you have in common with top leaders. The last section lists the characteristics of top leaders that you do not possess. You can develop these traits using coaching and training courses in order to successfully progress in your career. After each personality trait, the degree to which you share this characteristic with top leaders is shown in brackets. On the following page you will find a summary of the evaluation. In addition to the total percentage and the interpretation of this figure, the categories will be shown in diagrams. You can see immediately what you scored in the individual categories. The upper bar is the hundred-percent benchmark for the top leaders, while the lower bar shows your score. At a glance you can see where your scores are close to those of top leaders and where there are considerable differences.

Your evaluation at a glance

Peter Mustermann's profile matches that of top leaders by X percent. What this percentage means for you is described in the columns below.

91% to 100% match:

Based on your personality traits, you are already a top leader. If you want to improve further you should do this with targeted coaching sessions which factor in your whole personality and your strengths.

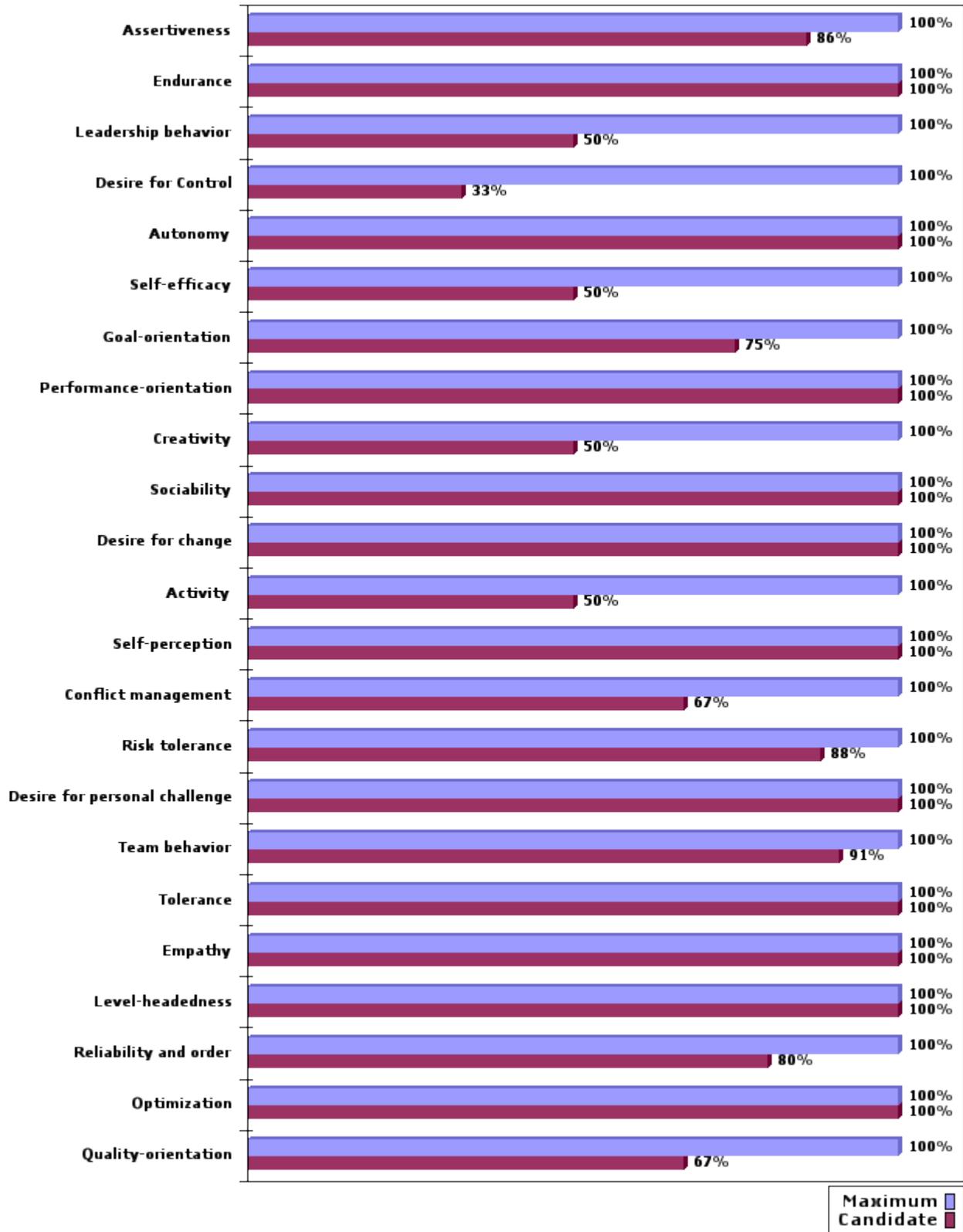
81% to 90 % match:

You have the skills of a very good leader with considerable potential for becoming a top leader. You would benefit from training courses and coaching in areas where your profile deviates from that of the top leaders. Please make sure that you concentrate on one trait at a time in this process before you start changing other traits. Your brain tries to prevent you from making changes to your personality. That is why it is so essential to concentrate on one trait at a time.

71% to 80% match:

Your result shows what you have to do in order to become a top leader. To do this, you should proceed as follows. The first thing you need to do is identify where your personality differs in the areas of assertiveness, will to lead, endurance, self-efficacy, goal- and performance-orientation, reliability and quality-orientation. If you work on these differences, your personality will develop and your leadership skills will improve quite quickly. Allow yourself enough time and do not try to change everything at once.

Graphical representation of your evaluation



Profile Comparison between the profile of the top leaders and Peter Mustermann

1. Assertiveness (Match: 86%)

Assertiveness is one of the most important personality traits of successful leaders. In daily business this quality is absolutely necessary in order to assert yourself and to defend your position successfully. The following seven qualities are characteristic of top leaders:

1. Willingness to influence others in order to achieve a specific goal
2. Strong desire to get things done
3. High level of assertiveness
4. Strong powers of persuasion
5. Desire for leadership within teams
6. Opinion leadership in group situations
7. High resistance to factual conflict

You share the following personality traits with top leaders:

- Willingness to influence others in order to achieve a specific goal
- Strong desire to get things done
- High level of assertiveness
- Strong powers of persuasion
- Opinion leadership in group situations
- High resistance to factual conflict

You have potential for improvement in the following areas:

- Desire for leadership within teams

2. Endurance (Match: 100%)

Top leaders pursue their goals persistently even if the process is difficult and takes a long time. Their endurance is fuelled by their unwavering desire to be successful and achieve the planned objectives. These people have the following characteristics:

1. Very good endurance
2. Strong conviction that they will overcome challenges

The following characteristics are also firmly established in your personality:

- Very good endurance
- Strong conviction that they will overcome challenges

The following characteristics are less developed in your personality:

- *none*

3. Leadership behavior (Match: 50%)

Top leaders stand out on account of their strong desire to lead. In the daily struggle for power it is vital for leaders to communicate their leadership claims. The following four characteristics set top leaders apart:

1. Desire for responsibility
2. Strong leadership claims
3. Independence from others when making decisions
4. Consistent attitude to colleagues when implementing performance targets

You share the following characteristics with top leaders:

- Desire for responsibility
- Independence from others when making decisions

Your success as a leader will improve if you work on the following:

- Strong leadership claims
- Consistent attitude to colleagues when implementing performance targets

4. Desire for Control (Match: 33%)

Successful leaders need a certain desire for control. If they do not have things under control, achieving objectives and their own success are also greatly endangered. Many leaders struggle because they do not exert enough control. This is completely different with top leaders and this is apparent in the following characteristics:

1. Ability to maintain a good overview of situations
2. Desire for situational control
3. Desire for control responsibility

In the area of control, you share the following characteristics with top leaders:

- Ability to maintain a good overview of situations

It would be worth investing some time in improving the following areas:

- Desire for situational control
- Desire for control responsibility

5. Autonomy (Match: 100%)

Top leaders realize that their desire for autonomy is a key to success. The more independent they are, the more quickly they will achieve their objectives. As with top salespeople, the desire for autonomy is particularly pronounced in top leaders. They have the following characteristics:

1. Desire for self-determination
2. Desire for freedom of action

3. Social independence in pursuing their targets
- Tendency to make decisions autonomously⁴.
5. Striving for creative space when optimising one's own performance

Your desire for autonomy is reflected in the following characteristics:

- Desire for self-determination
- Desire for freedom of action
- Social independence in pursuing their targets
- Tendency to make decisions autonomously
- Desire for creative space in order to optimize their performance

The following traits are less important for you:

- *none*

6. Self-efficacy (Match: 50%)

A strong conviction that they will achieve their objectives and that they have things under control even when the going gets tough ? this is what we mean when we talk about the self-efficacy of top leaders. Their personality traits are:

1. Determination
2. High level of self-determination in their lives

You share the following personality traits with top leaders:

- Determination

The following characteristics are less pronounced in your personality:

- High level of self-determination in their lives

7. Goal-orientation (Match: 75%)

Top leaders always have precisely defined goals. The following traits are typical:

1. Presence of well-defined personal goals
2. Good time management
3. Systematic processing of both personal and external goals
4. Accelerating achievement of objectives and working tempo in teams

You are also goal-orientated, as is shown by the following characteristics:

- Presence of well-defined personal goals
- Good time management
- Systematic processing of both personal and external goals

Your success as a leader will improve if you work on the following:

- Accelerating achievement of objectives and working tempo in teams

8. Performance-orientation (Match: 100%)

Performance-orientation is also an exceedingly important component in the personality of top leaders. It is very pronounced and therefore these people are high performers with the characteristics listed below:

1. Willingness to work hard in order to achieve goals
2. Conscientiousness
3. Desire to achieve more
4. Targeted networking activities
5. Quick decision-making

You are also performance-oriented, as is shown by the following characteristics:

- Willingness to work hard in order to achieve goals
- Conscientiousness
- Desire to achieve more
- Targeted networking activities
- Quick decision-making

You might benefit from working on the following parts of your personality:

- *none*

9. Creativity (Match: 50%)

Top leaders are confronted with a multitude of problems every day which often require a quick solution. This places considerable demands on their creativity. Top leaders have the following characteristics in this area:

1. Creative thought
2. Creative problem-solving skills

You share the following personality traits with top leaders:

- Creative problem-solving skills

It would be worth investing some time in improving the following area(s):

- Creative thought

10. Sociability (Match: 100%)

Successful leaders love to spend time with other people. Employees can sense whether or not their leader has an honest interest in them or if he sees them only as an instrument for achieving his personal objectives. Top leaders understand this and those who have a sincere interest in their employees are the really successful ones. Their

characteristics are:

1. Extrovert personality
2. Desire for sociability

You have the following characteristics in this area:

- Extrovert personality
- Desire for sociability

To establish relationships more quickly, you need to work on the following areas:

- *none*

11. Desire for change (Match: 100%)

To be a leader entails a high degree of change. People who prefer a peaceful and quiet life should think carefully about whether a leadership position is appropriate for them. Only people who are comfortable with a lot of change will perform well. Top leaders really look for variety, as is shown by the typical characteristics listed below:

1. Desire for action in their working life
2. Job satisfaction is a key requirement for good performance
3. Constantly changing tasks are important motivational factors
4. Search for new impressions

Change also plays an important role in your life, as is shown by the following characteristics:

- Desire for action in their working life
- Job satisfaction is a key requirement for good performance
- Constantly changing tasks are important motivational factors
- Search for new impressions

The following are less important for you:

- *none*

12. Activity (Match: 50%)

Only people who address problems proactively can be successful leaders. Top leaders do exactly this and show a tremendous drive to be active. The following personality traits distinguish them from other leaders:

1. Strong drive to be active
2. Proactive personality

You share the following personality traits with top leaders:

- Proactive personality

You should work on the following areas, as they are vital to your future success:

- Strong drive to be active

13. Self-perception (Match: 100%)

Successful people are distinguished by their self-critical attitude. This trait helps them to look for mistakes in themselves first and not in others. The following personality traits are important for self-perception:

1. Self-critical attitude
2. Openness towards criticism

Your self-perception is demonstrated by the characteristic(s) listed below:

- Self-critical attitude
- Openness towards criticism

If you work on the areas below, your success as a leader will increase:

- *none*

14. Conflict management (Match: 67%)

All leaders will be confronted with conflicts almost every day. How well they can solve these problems depends largely on their conflict management skills. Top leaders have the following characteristics, which are useful for positively resolving problems:

1. Desire for harmonious cooperation
2. Conflict management skills
3. Willingness to become involved in conflicts where required

Your characteristics in this category are:

- Conflict management skills
- Willingness to become involved in conflicts where required

To improve your conflict management capabilities you can work on:

- Desire for harmonious cooperation

15. Risk tolerance (Match: 88%)

Nowadays, it is very difficult to be successful if you are not willing to take risks. The risk tolerance of top leaders is a crucial factor in their success. They typically have the following personality traits/skills:

1. Realistic appraisal of personal performance

2. Careful evaluation of opportunities and risks (conservative risk behavior)
3. Conscious acceptance of risk when setting targets
4. Openness towards new or difficult situations
5. Positive attitude towards innovation
6. Perception of change as an opportunity for innovation
7. Willingness to take risks in order to exploit new opportunities
8. Tendency to accept risk when selecting colleagues/business partners

In the area of risk tolerance, you share the following characteristics with top leaders:

- Realistic appraisal of personal performance
- Conscious acceptance of risk when setting targets
- Openness towards new or difficult situations
- Positive attitude towards innovation
- Perception of change as an opportunity for innovation
- Willingness to take risks in order to exploit new opportunities
- Tendency to accept risk when selecting colleagues/business partners

Your somewhat cautious attitude towards risk is apparent because of the absence of the following characteristics:

- Careful evaluation of opportunities and risks (conservative risk behavior)

16. Desire for personal challenge (Match: 100%)

Leading people in different situations is a major challenge that places high demands on the leader's personality. Top leaders are always looking for challenges because they open up opportunities to achieve the extraordinary. The qualities listed below are characteristic of top leaders:

1. Receptiveness for situations requiring extra commitment
2. Deriving motivation from difficult tasks and unresolved problems
3. Desire for challenging tasks
4. Their motivation depends on having new challenges all the time
5. Increased commitment in disagreements with others
6. Positive attitude to problems
7. Problem-solving mentality
8. Pioneer mentality
9. Entrepreneurial personality

In terms of the desire for personal challenges, you have the following characteristics:

- Receptiveness for situations requiring extra commitment
- Deriving motivation from difficult tasks and unresolved problems
- Desire for challenging tasks
- Their motivation depends on having new challenges all the time
- Increased commitment in disagreements with others
- Positive attitude to problems
- Problem-solving mentality

- Pioneer mentality
- Entrepreneurial personality

The following are less pronounced in your personality:

- *none*

17. Team behavior (Match: 91%)

Leaders are dependent on their teams. Those teams have to work together, otherwise many projects are likely to fail, for a variety of reasons. Top leaders understand the importance of their teams and have these characteristics in their team behavior:

1. Facilitation of openness and creativity
2. Willingness to support colleagues
3. Preference for teamwork
4. Sharing of emotional experiences with others
5. Trust in their own ability to take responsibility for their colleagues
6. Desire for social understanding with others
7. Acceptance of social responsibility
8. Caring attitude and a desire for harmony
9. Willingness to make compromises with regard to their own opinions
10. Stimulated by disagreement of other people
11. Desire to create a pleasant working atmosphere

Your team behavior is characterized by the following:

- Facilitation of openness and creativity
- Willingness to support colleagues
- Preference for teamwork
- Sharing of emotional experiences with others
- Trust in their own ability to take responsibility for their colleagues
- Desire for social understanding with others
- Acceptance of social responsibility
- Caring attitude and a desire for harmony
- Willingness to make compromises with regard to their own opinions
- Stimulated by disagreement of other people

The following aspects of your team behavior are less pronounced:

- Desire to create a pleasant working atmosphere

18. Tolerance (Match: 100%)

A very important key to successful leadership is tolerance. Employees have big problems with leaders who display intolerant behavior. In fact, this is precisely why many leaders are not as successful as they could be. Top leaders

understand the importance of tolerance and have the following characteristics anchored in their personality:

1. Tolerance towards other opinions and ideas
2. Open-minded attitude towards people with other ideas and opinions
3. Openness towards diversity of opinion
4. Ability to accept that certain questions cannot be answered

In this area, you share the following personality traits with top leaders:

- Tolerance towards other opinions and ideas
- Open-minded attitude towards people with other ideas and opinions
- Openness towards diversity of opinion
- Ability to accept that certain questions cannot be answered

To increase your success as a leader, you should work on the following areas:

- *none*

19. Empathy (Match: 100%)

Empathy is the supreme discipline for both leaders and salespeople. Being able to feel what others feel is second nature to top leaders. This enables them to gain the trust of their colleagues, without which successful leadership would be impossible. It is therefore unsurprising that these people have the following characteristics:

1. Focus on human relationships
2. Sense of fair play
3. Sensitivity in interpersonal relationships
4. Interest in other people's needs
5. Desire for agreement with others
6. Emotional receptiveness
7. Ability to perceive lack of harmony
8. High resistance to personal conflicts
9. Ability to adopt other perspectives
10. Deep-seated empathy
11. Conveyer of human warmth
12. Perception as a trustworthy person by others

In the area of empathy, you share the following traits with top leaders:

- Focus on human relationships
- Sense of fair play
- Sensitivity in interpersonal relationships
- Interest in other people's needs
- Desire for agreement with others
- Emotional receptiveness
- Ability to perceive lack of harmony
- High resistance to personal conflicts
- Ability to adopt other perspectives

- Deep-seated empathy
- Conveyer of human warmth
- Perception as a trustworthy person by others

You can increase your empathy if you work on these characteristics:

- *none*

20. Level-headedness (Match: 100%)

Top leaders are well-balanced people. Therefore, their colleagues perceive them as people who are very relaxed and easy to be with. This has a very positive effect on employees' performance. Their personality traits are:

1. Optimistic personality
2. Positive attitude to life
3. Relaxed attitude to change

You share the following traits with top leaders:

- Optimistic personality
- Positive attitude to life
- Relaxed attitude to change

If you work on these points you will become more balanced:

- *none*

21. Reliability and order (Match: 80%)

Nowadays, reliability and order are basic skills that are expected of everyone. Nobody likes to work with people who are very disorganized or frequently go back on their word. Therefore, top leaders exhibit particular personality traits:

1. High dependability
2. Tendency and conscientiousness
3. Desire for order
4. Tendency to work in a concentrated manner
5. Neutral to positive attitude towards routine work

The following qualities also feature in your personality:

- High dependability
- Tendency and conscientiousness
- Desire for order
- Tendency to work in a concentrated manner

You should try to work on the following areas:

- Neutral to positive attitude towards routine work

22. Optimization (Compliance: 100%)

Optimization of procedures and processes is always an important task for leaders. The better they succeed at this, the better they have things under control. Top leaders have the following characteristics in this area:

1. Desire to optimize procedures
2. Desire to optimize processes

As far as optimization is concerned you have the following characteristics:

- Desire to optimize procedures
- Desire to optimize processes

The following are less pronounced in your personality:

- *none*

23. Quality-orientation (Match: 67%)

Quality is one of the key factors for sustainable success. Quality-orientation is therefore an essential attribute for leaders. If a leader has a negligent attitude to quality issues, why should his team members do things differently? For this reason, top leaders ensure that quality-orientation is established throughout the organizational ladder. To do this successfully, it is an advantage to have these characteristics:

1. Strong focus on quality assurance
2. Desire for attention to detail to avoid mistakes
3. Desire for customer satisfaction

You share the following traits with top leaders:

- Strong focus on quality assurance
- Desire for customer satisfaction

You will become more quality-oriented if you work on:

- Desire for attention to detail to avoid mistakes