

School of Executive Presence



EP Analysis - Mastermind Coaching Program

PARTICIPANT: Kyle Moore

Client Observations/Video

Visual: Pleasant expression, great eye contact. Strong stable positioning of head demonstrating confidence. When speaking of things you are proud of, you tend to lift your chin higher- so be careful of this because others could take it as cockiness. Tends to shrug forehead and lift eyebrows demonstrating expressiveness. Engaging presence; approachable. Occasionally licks lips indicating some stress/anxiety.

Vocal: Smooth vocal presentation, open and inviting with good inflection. Be mindful of upswings at the end of your sentences- may create anxiety in your audience because they wonder when you will end your sentences. Incorporate more pauses to allow listeners to process what you are saying. When you are storytelling, you are passionate. Be mindful of getting breathy at times.

Verbal: Positive, clear language, with good structure. Uses filler words, like Uh, frequently. Work on replacing these filler words with pauses instead. Uses inspiring words with charisma which is a draw-in for your audience.

Executive Presence Characteristics

Based on the written information you provided, the following research-based characteristics stand out as your top 3 strengths:

- Values in Action
- Physical Appearance
- Communication

Comfort Levels

Comfort levels are an indicator of authenticity and confidence, which are two key ingredients in your "Influence Equation". Based on the written information you provided, your comfort levels appear to be:

AVERAGE

You have an Average sense of comfort with people, and your comfort level seems situational. Your confidence is influenced by 'pre-existing' conditions- situations and experiences you've had that influence how you view others. You particularly feel comfortable and confident when you have a well-established, proven, and trusting relationship such as one would have with family. Although you are able to influence and communicate well, your

struggle manifests when situations arise that are out of your control. Showing up with confidence no matter who is in the room is the key area of opportunity for growth and a potential goal for you to work through.

Working Goals:

- 1) More confidence in managing difficult people.
- 2) Become highly skilled at leading -- be a strong, positive, confident leader who raises the level of everyone around
- 3) Successful in managing work/life balance; focused and committed to work at work and focused and committed to wife/home/family when not at work -- Allowing the 2 to be connected but in a healthy balance.

BASELINE ASSESSMENT- Self reported

EP ANALYSIS™ : Information You Reported

Q2 Describe your work.

Supervising and managing production for a food ingredient manufacturer. Includes high amounts of people management, problem solving and medium to high pressure decision making

Q3 From your perspective, what is executive presence?

Executive presence is the dynamic, attitude and effect that a leader brings into a room with them. It is also the manner/style in which a leader carries himself and the way in which it is perceived by his co-workers and subordinates.

Q4 How would you describe your presence?

Confident but transparent about weaknesses. Generally energetic, positive and encouraging.

Q5 How would you describe your personal leadership?

A work in progress. Leading through encouragement and service to subordinates. Focused on accomplishing tasks; leads without hesitation. Willing to make the hard decisions; resistant to waiting longer than I perceive to be necessary for decisions to be made or actions to be taken. Genuine and mostly friendly. Occasionally more harsh or firm than may be necessary.

Q6 What feedback have you gotten FROM OTHERS about the way you show up in the organization?

When something bothers me, I allow my attitude and demeanor to transfer onto my people.

Q7 Do you agree? Why or why not?

I agree; I also see in myself that I do allow my personal attitude or frustrations to transfer onto my people at times

Page 3: Please rate your comfort levels.

Q8 In my personal life, I am completely comfortable being myself...

at home with immediate family **All the time**

with relatives **some of the time**

with friends **All the time**

with people I don't know **some of the time**

Q9 In my professional life, I am completely comfortable being myself ...

when I am alone **All the time**

with my peers (those at the same level as me) **some of the time**

with my leader **some of the time**

with other leaders (those who rank above your direct line leader) **some of the time**

with company people I don't know well **some of the time**

Page 4: Please respond by ranking or rating.

Q10 At home, I speak and act with certainty and self-assurance...

when I am alone **All the time**

at home with my immediate family **some of the time**

with relatives **some of the time**

with friends **All the time**

with people I don't know well **some of the time**

with people I don't know at all **some of the time**

Q11 At work, I speak and act with certainty and self-assurance...

when I am alone **All the time**

with my peers (those at the same level as me) **some of the time**

with my leader **some of the time**

with other leaders (those who rank above your direct line leader) **some of the time**

with others in the company I don't know well **some of the time**

Q12 Please rate each statement.

People would likely say I command the room when I enter it.

Agree

People would likely say that I am highly respected and credible in the organization.

Strongly Agree

People would likely say that I have a large amount of influence at all levels in the organization.

Strongly Agree

People would likely say that I have a positive physical appearance.

Strongly Agree

People would likely say I have a high level of business intelligence and knowledge.

Agree

People would likely say I get above average results.

Agree

People would likely say that I operate with a high level of integrity.

Strongly Agree

People would likely say that I am consistently live according to my personal values.

Agree

People would likely say that I easily engage others in conversation.

Strongly Agree

People would likely say that I am a clear and compelling communicator.

Strongly Agree

Page 5: Rank the 3 statements in order.

Q13 Rank the 3 statements based on what you believe describes you best, 1 being most descriptive, 3 being least.

2 - I am boldly true to my own personality, values.

3 - I have faith in my knowledge and competency as a professional.

1- I am committed to what I do.

Q14 Rank the 3 statements based on what you believe describes you best, 1 being most descriptive, 3 being least.

1 - My personal style reflects true business professionalism in appearance, communication, and conflict.

3 - I am straightforward in my conduct. I avoid involving myself in politics and the company rumor mill.

2 - I have a deep understanding of my emotions and I am able to manage them in front of others- and in private.

Q15 What would you say are your top 3 personal values?

Value #1 Faith

Value #2 Integrity

Value #3 Excellence

Q16 What is most important to you concerning your personal life?

Being a true, devout, passionate follower of Jesus Christ and structuring my relationships, leadership and life around his example

Q17 What is most important to you concerning your professional life?

That I lead and serve my people and my company in a manner modeled on and honoring towards Christ

Q18 What would you say is an emotional trigger for you, or a "hot button"?

People who are inconsiderate of my time or people who are unaware of their own issues and how they are influencing their interactions with others

Q19 What really gives you a sense of fulfillment?

Teaching God's word and fixing/building/creating things with my own hands

Page 6: Respond in the comment box. These are the final questions- thanks for your responses!

Q20 Identify the top 3 outcomes you want regarding your development in this program.

- 1) More confidence in managing difficult people
- 2) Become highly skilled at leading -- be a strong, positive, confident leader who raises the level of everyone around
- 3) Successful in managing work/life balance; focused and committed to work at work and focused and committed to wife/home/family when not at work -- Allowing the 2 to be connected but in a healthy balance

Q21 You have the opportunity to transform your presence, leadership, career, and personal results. What does that look like to you?

Being calm, composed and poised yet passionate, empathetic, energetic and bold. Being in charge of my emotions, able to take every thought captive. Leading with intelligence, wisdom and consistency. Being a leader modeled on Jesus Christ

Q22 Have you taken any of the following assessments? If so, what were your results?

MBTI-Myers Briggs

Other

If you check something above, what were your results?:

Culture Index