

School of Executive Presence



EP Analysis - Mastermind Coaching Program

PARTICIPANT: Joe Williams

Client Observations/Video

Visual: Laid back and comfortable posture; fidgety hands and chair movement indicates nervousness or uncomfortable in front of the camera; good use of hand movements when making a point; looks to the side when collecting thoughts (try not to break eye contact); effective and genuine smile throughout; good use of facial expressiveness

Vocal: Strong tone; speaks at a good pace that is easy to follow and understand; could add some pauses in between thoughts to help transition; good inflection in your voice which helps keep audience engaged

Verbal: Uses qualifiers such as “kinda” and “a little bit” which can diminish credibility; use of “um’s” and “uh’s” in between thoughts/transitions which can be a distractor; comes across as genuine and authentic; strong focus on professional side in introduction (current job, job history, education) - be mindful of listing off a resume rather than connecting with audience

Executive Presence Characteristics

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

- Values in Action
- Integrity
- Business Intelligence

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:

MID AVERAGE

You have a mid average sense of comfort with most people. You particularly feel comfortable and confident when you are alone and people you know, which is normal. Your confidence diminishes as you deal with leadership. You may experience confidence and comfort challenges with those in authority, or in leadership positions. This may be due to an inherent respect you have for authority and the need to feel like you are performing well in front of them. You struggle to engage with people at an emotional level which is diminishing your presence. This is the key area of opportunity for growth and a potential goal for you to work through.

Working Goals:

- 1) Growth in communication skills and presence by 1) structuring the details confidently in way that you and your audience can connect. 2) show up with confidence in the way you engage others while reducing your inner critics).
 - 2) Growth in social agility and exploring others' perspectives as you lead and deliver in meetings,
 - 3) Growth aligning your visual, vocal, and verbal outputs while creating engaging confident and approachable body language.
 - 4) Get more comfortable in growing others while I am still trying to develop myself.
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BASELINE ASSESSMENT- Self reported

EP ANALYSIS™ : Information You Reported

Q2 Describe your work.

I am the Engineering Manager at our facility. I assist in coordinating troubleshooting and problem solving for the various processing lines in the plant. In other words, I try to optimize the processes in order to make the lives of those running those lines easier. I also assist in the overall operation of the plant, including day to day operations, new business on-boarding, maintenance, capital and expense projects, and helping the individuals in our company grow.

Q3 From your perspective, what is executive presence?

Executive presence is being able to handle an operation, problem or any scenario with poise, confidence and charisma. Using those skills, a person with executive presence is able to connect and use the skills of those around them to be an effective leader.

Q4 How would you describe your presence?

I believe I am confident and composed, but may be lacking in the charisma or connection area. I tend to look at things from a logical and data driven perspective and typically have a difficult time connecting on an emotional level. An area for growth for me is motivation and development of those working in my team.

Q5 How would you describe your personal leadership?

I tend to lead by example, and lead by action rather than words. I try to gain credibility and respect with new employees or teammates before giving direction and leading. I always try to be respectful and someone that has strong personal integrity. I try to be honest and sincere in all feedback whether it be good or bad.

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

The feedback I have received is that I have good composure and credibility with those within and outside the organization. I have also been told I appear confident and knowledgeable in a range of topics that relate to my position. I have also been told that I can be "cold" at times, and need to grow in my presentation, motivational, and emotional connection skills. I have also received feedback that I need to delegate more, and trust those working around me to do the assigned tasks correctly. I can try to do too much at times.

Q7 Do you agree? Why or why not?

I agree. I feel comfortable speaking and discussing technical topics, but when it comes to more of the "softer skills" I can begin to struggle. I also know that I can have a hard time delegating critical tasks because I want to ensure that they get done correctly. Unfortunately, this can lead to burn out for me personally, and does not help to develop those around me.

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 **All 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 **All the time**

with relatives **All 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) **All the time**

with my leader **All the time**

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

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

Q12 Please rate each statement.

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

Strongly Disagree

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

Agree

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

Agree

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

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.

Strongly Agree

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

Disagree

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

Disagree

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.

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

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

3 - 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.

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

1 - 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 Respect

Value #2 Fairness

Value #3 Competency

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

My wife is who is most important to me. Overall, I always try to do the right thing and follow my conscience. I have been instilled with a strong moral compass by my parents, wife and family, I doing what is right in all circumstances is what I try to do at all times. Showing respect and fairness to all that I encounter is most important to me.

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

The most important concerning my professional life is to be a respected leader and voice in the organization, that I am fair to all those I work with, and that I am competent in my job role and continually growing in my skills.

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

If my values or morals are called into question or criticized, this can trigger me emotionally. I typically do not get very emotionally upset. Values competency. Hot button when people are not competent but rather complacent.

Q19 What really gives you a sense of fulfillment?

What gives me fulfillment professionally is successfully growing the business in quality, safety or financially. Personally, I take fulfillment in providing for my family and helping them better their lives.

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.

Growth in communication and motivational skills, growth in presentation skills (leading a meeting or commanding a room), growth in how to handle my body language in a more professional manner.

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

Growing in the necessary areas to allow me to be a better leader to empower those around me and drive success and results. Growing in these areas will give me the skills to have a broader influence on those around me, both within the organization and outside of it (personal life).

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

MBTI-Myers Briggs

Color Success Signals

Other

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

Cultural Index