

School of Executive Presence



SCHOOL OF EXECUTIVE PRESENCE

EP Analysis - Mastermind Coaching Program

PARTICIPANT: Karla Aberle

Client Observations/Video

Visual: Looks down and away when collecting thoughts which loses audience engagement; hand movements indicate signs of nervousness; genuine and authentic smile throughout introduction helps connect with audience

Vocal: Pauses are good in between sentences; good inflection in voice to keep audience engaged; strong voice projection; tend to take a long time to get to your thought/idea (pauses are dragged out when moving to your next thought)

Verbal: Authentic and passionate message and purpose; use of “um’s” and “uh’s” between thoughts which acts as a distractor and diminishes credibility; be mindful of business acronyms as this can make it difficult for audience to relate/connect; lists background and experience in “resume” like fashion- would benefit from describing in a more story like fashion; you think as you talk

Executive Presence Characteristics

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

- Integrity
- Business Intelligence
- Values in Action

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 are most comfortable with people you know well, including family. Your comfort level is situational and shifts where your peers are concerned, which may be due to a sense of competitiveness. You also are less comfortable around higher level leaders- this could be due to a natural respect for authority. In both situations, you are likely impacted by pre-existing conditions and inner critics. Learning to build your confidence and shut down the negative self talk in your head will help you to build a stronger foundation of confidence in your influence equation (authenticity + confidence).

Working Goals

1. Come across with a more composed and poised presence (manage emotional triggers without becoming frustrated (re: Larry Beiter).
2. Increase confidence in telecon calls, groups, using conversation structures that smooth out communication.
3. Respond to people who interrupt you with assertive and positive auto-responders; handle with grace and class.
4. Increase personal confidence by reframing inner critics (Competency Police) and self-defeating references “green perspective”
5. Work on 3rd level listening, being curious and noticing people.

BASELINE ASSESSMENT- Self reported

EP ANALYSIS™ : Information You Reported

Q2 Describe your work.

Director of Quality Control unit at a small pharmaceutical company

Q3 From your perspective, what is executive presence?

Being an authority in your field. Not necessarily knowing all the answers but knowing who to ask and what information to have ready when interacting with other leaders in my organization and with our clients. Also having a confident, professional air of authority that is evident when dealing with the people that report to you.

Q4 How would you describe your presence?

Sometimes timid. Sometimes interruptible. Sometimes defensive.

Q5 How would you describe your personal leadership?

Fair but with high expectations from those that report to me. I give honest feedback but don't often give positive feedback. I lead by doing and less by talking.

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

That I'm competent and that I know how to get things done. I communicate well, much better written than verbal. That I could be better spoken during meetings, be less defensive.

Q7 Do you agree? Why or why not?

Yes. I think I'm pretty self aware.

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 **All 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 **very little 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) **some of the time**

with my leader **All 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 **very little of the time**

Q12 Please rate each statement.

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

Neither Disagree Nor Agree

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.

Agree

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

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.

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

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.

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

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 Integrity

Value #2 Fairness

Value #3 Accuracy

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

Balance, that I can maintain my personal relationships where my hubby and daughter feel valued and feel I'm 100% involved in their lives.

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

That I provide value to my company, and motivate my reports/groups to do their best. And that the clients are satisfied with the Exelead QC experience.

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

Bringing up a new topic during a meeting with other people for which I am not prepared and of which I have not yet heard of.

Q19 What really gives you a sense of fulfillment?

That my efforts are of value. And that I help others work at their best.

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.

Confidence, tools on how to conduct myself in challenging meetings, and tools for making others feel valued during my interactions with them.

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

A poised, credible, professional individual.

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

Color Success Signals

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

I was a brown, meaning I am more analytical and less emotional.