

School of Executive Presence



EP Analysis - Mastermind Coaching Program

PARTICIPANT: Jeff Christianson

Client Observations/Video

Visual: Light purple/pink shirt - clean cut and approachable appearance; strong eye contact; scrunches forehead which makes it seem like you are constantly deep in thought; looks away and to the left when gathering thoughts; could benefit from engaging your audience even more with an inviting smile.

Vocal: Good pace and effective pauses-you've made improvements here; strong clear tone and easy to understand. Watch the number of upswings in your voice- balance those out with a few "downstroke tones. Tends to ramble at the end giving the impression you're not sure how to bring intro to a close

Verbal: Engaging and personable introduction (excellent use of 60 second introduction tool); it keeps the audience wanting to know more about you; use of "uh's" when transitioning thoughts; good use of sharing professional and personal information in introduction. You demonstrate authentic with the words you speak - you build trust right away.

Executive Presence Characteristics

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

- People Engagement
- Integrity
- 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 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. Showing up with confidence and composure with people, no matter who they are, are the key areas of opportunity for growth and a potential goal for you to work through.

Working Goals

1. I want a deeper understanding of my leadership and traits. (Teach leader how to lead you). (Learn and apply feedback from the cohort to validate and confirm strengths, and improve on areas of need).
2. I want tangible takeaways that I can implement throughout the rest of my career. Tools to deal with #1 (leaders). Tools to get engaged with that higher level- exclusivity in play with the decision makers. Learn and apply techniques to increase and activate your visibility and credibility with senior leadership. (PIES)
3. I want to expand my professional network with the executive level leadership. Look for relationships outside of the organization.

BASELINE ASSESSMENT- Self reported

EP ANALYSIS™ : Information You Reported

Q2 Describe your work.

I'm a leadership coach that partners with individuals to bring out their potential and exceed their goals and that of the organization.

Q3 From your perspective, what is executive presence?

Executive presence is that part of somebody that compels others to follow them.

Q4 How would you describe your presence?

I have a calm confidence and a genuine desire to see people excel and reach their potential. I am rarely rattled by exterior forces but when I do get emotional it can be intense.

Q5 How would you describe your personal leadership?

I lead through relationships, collaboration and by setting the example. I believe that partnerships built on mutual respect and a desire to challenge each other in a healthy way is the best and most effective way to lead. In a group I tend to ask questions of others, try to get feedback from everyone and then make decisions. I like to listen before talking which is both good and bad.

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

That has changed a lot through the years. Recently I have been told that I show up very professional, confident, and genuine.

Q7 Do you agree? Why or why not?

I do. I'm harder on myself than others are on me. I feel that others feedback is almost always correct because perception is reality.

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) **All 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 **All 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 **some of 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 **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.

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.

Strongly 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.

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.

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

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

2 - I am committed to what I do.

comments:

My top choice was very clear to me but the other two were tougher to rank. I chose the commitment over faith in my knowledge because there have been times in the past where I didn't have faith in my abilities and it was my commitment that kept driving me forward.

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

2 - 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.

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

Comments:

This took me a while to answer. I feel like I do well with all three at time and at other times I don't do as well. So I ranked these according to how often I get each of these right.

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

Value #1 Genuineness

Value #2 Work Ethic

Value #3 Collaboration

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

I want my time with my family to count by leaving a legacy.

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

It would be the same for my professional life. I want to leave a legacy for those who work with me and for me and for those who I work for.

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

I am very sensitive to the leadership I report to and whether or not I can trust them. So if my direct leader does not collaborate with me or does something to erode my trust I have a difficult time with that. But my biggest trigger are victim statements. I cannot stand when somebody makes excuses.

Q19 What really gives you a sense of fulfillment?

Self improvement and self discovery really energizes me. Reaching a goal in any aspect of my life that was really difficult to achieve and the sense of accomplishment that gives me also fulfills me.

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.

I want a deeper understanding of my leadership and traits.

I want tangible takeaways that I can implement throughout the rest of my career.
I want to expand my personal network

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

I am hoping to come out the other end of this program a stronger, self assured person because I will have a better understanding of myself.

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

StrengthsFinder

DiSC

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

I did take the DiSC assessment and my top trait was Dominance. I also took strengthsfinders but I don't remember what my results were.