

# LNQ

## Leadership Networking Questionnaire™ (LNQ)

### Business Networking Development Report

Test Date: 9/28/2016 8:36:07 AM to 9/28/2016 9:21:10 AM FLE Standard Time

For

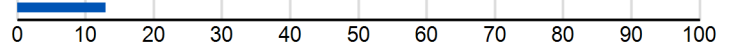
# Alex Johnson

*Strictly Confidential*

All measurements are inexact. Some errors are made by the most technically advanced measurement instruments. Formally constructed, rigorously developed instruments are technically sophisticated measurement devices, and as such, are also subject to error. The assessment upon which this report is based is no exception. Although it represents a long tradition of research and development, it still remains vulnerable to error. Therefore, well-intentioned managers will use the results wisely... as training and development hypotheses, and not as hard-and-fast impersonal conclusions to be imposed upon the lives and careers of other people.



Psychscore® Product Group

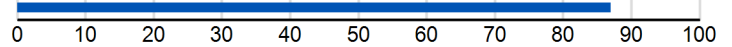
**Overview****Networking Brake: 13**

**Capsule Summary:** Hesitation to initiate contact in a variety of situations. This could translate into job-related emotional distress, and an insufficient number of business contacts to sustain personal or career objectives.

**Management Tips:** Contact initiation for self-promotional or networking purposes should be much easier for this individual than for most individuals.

NETWORKING BRAKE CODE: GREEN

**Outlook:** Review individual types for specific outlooks.

**Networking Accelerator: 87**

**Capsule Summary:** Tendency to initiate contact in a variety of situations. This could translate into a sufficient number of contacts to sustain personal or career objectives.

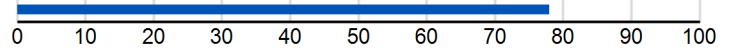
**Management Tips:** Contact initiation for self-promotional or networking purposes should be much easier for this individual than for most individuals.

ACCELERATOR CODE: GREEN

**Outlook:** Review individual types for specific outlooks.

## Leadership Networking Diagnostic Profile

### Social Initiative: 78



**Capsule Summary:** Tendency to initiate contact with others in a variety of situations. Not overly-concerned with avoiding worst case scenarios and is comfortable taking social risks.

**Management Tips:** This individual may occasionally become preoccupied with worst case networking possibilities.

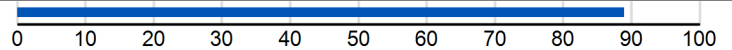
**LOOK FOR...**

- \* Despite friendliness, rather limited voluntary social involvement
- \* Low social or emotional risk taking
- \* Distressed by having to introduce self to new people

SOCIAL INITIATIVE CODE: YELLOW

**Outlook:** Very difficult to prevent and correct.

### Spontaneous Networking: 89



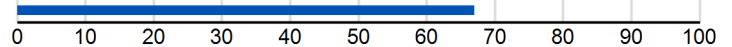
**Capsule Summary:** Tendency to spontaneously engage in networking activities. Not overly concerned with planning, preparing, and information-gathering prior to initiating contact with key people related to work.

**Management Tips:** Scores suggest this individual is likely to network spontaneously and may be less inclined than others to develop problems meeting people due to over-preparation and planning.

SPONTANEOUS NETWORKING CODE: GREEN

**Outlook:** Easy to prevent, and moderately easy to correct.

### Unpretentious Networking: 67



**Capsule Summary:** Unassuming nature, does not place undue importance on image and prestige. Not likely to become easily offended or humiliated by issues related to professionalism and/or credibility.

**Management Tips:** Scores suggest this individual may become over-concerned with issues of image and credibility.

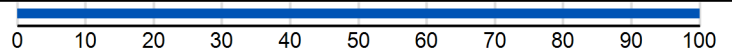
**LOOK FOR...**

- \* Pretentious, affects cultured mannerisms
- \* Searching for dignity and respect
- \* Often feels slighted, insulted, unappreciated or taken for granted

UNPRETENTIOUS NETWORKING CODE: RED

**Outlook:** Moderately easy to prevent and correct if individual is able to admit they might have difficulty networking.

### Public Speaking Initiative: 100



**Capsule Summary:** Comfort levels with making speeches and group presentations.

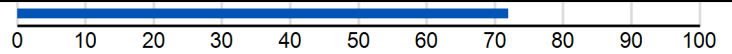
**Management Tips:** Scores suggest this individual is likely to be more comfortable than others when speaking before groups.

PUBLIC SPEAKING INITIATIVE CODE: GREEN

**Outlook:** Easy to prevent and correct.

## Leadership Networking Diagnostic Profile

### Role Initiative: 72



**Capsule Summary:** Comfort levels associated with the role and importance of networking.

**Management Tips:** Scores suggest this individual may be emotionally uncomfortable with the role of networking. Despite level of experience, success or technical skill, nagging doubts about business "politics" accompany networking activities. NOTE: THIS FORM OF NETWORKING HESITATION IS HIGHLY CONTAGIOUS. IT IS USUALLY ACQUIRED THROUGH EXPOSURE.

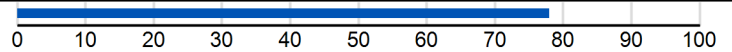
LOOK FOR...

- \* Tends to devalue the importance of networking for career advancement
- \* Emotionally unable to affirm the validity or worth of networking
- \* Copes by stressing the importance of competence and hard work over "politics"
- \* Fears loss of approval by significant others

ROLE INITIATIVE CODE: RED

**Outlook:** Easy to prevent and correct.

### Assertive Networking: 78



**Capsule Summary:** Pro-active when making new business contacts. Not overly concerned about intruding or interrupting people, especially superiors.

**Management Tips:** This individual may occasionally experience networking slow-downs in reaction to fears of being considered pushy, forward or intrusive.

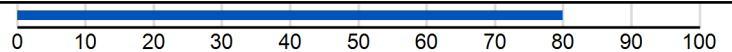
LOOK FOR...

- \* Has difficulty saying "No"
- \* May consider requests to become more assertive unprofessional and unnecessary
- \* May be characterized by a tendency to dilute assertive behavior with a passive or compliant social style

ASSERTIVE NETWORKING CODE: YELLOW

**Outlook:** Moderately difficult to prevent and correct.

### Status Networking: 80



**Capsule Summary:** Comfort levels when networking and meeting wealthy, educated, powerful or prestigious people.

**Management Tips:** This individual may be less inclined to be intimidated by persons of wealth, prestige or power than most people.

NOTE: THIS FORM OF NETWORKING AVOIDANCE IS HIGHLY CONTAGIOUS.

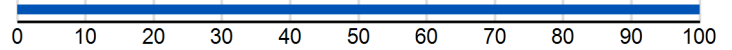
ALTHOUGH THIS INDIVIDUAL TENDS TO BE NATURALLY RESISTANT, PASSIVE EXPOSURE TO SMALL TOXIC DOSES OF THIS FORM OF NETWORKING AVOIDANCE CAN RESULT IN CAREER-LIMITING ATTITUDES.

STATUS NETWORKING CODE: GREEN

**Outlook:** Moderately easy to prevent and correct.

## Leadership Networking Diagnostic Profile

### Friends/Family Networking: 100



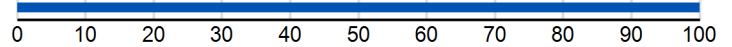
**Capsule Summary:** Networks with friends and family members. Does not hesitate to use as source of referrals and not overly concerned that relationships might be jeopardized.

**Management Tips:** This individual scored above the norm and should have little difficulty networking among personal friends and family members.

FRIENDS/FAMILY NETWORKING CODE: GREEN

**Outlook:** Easy to prevent and correct.

### Referral Networking: 100



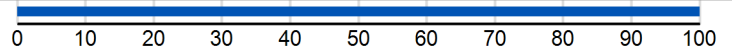
**Capsule Summary:** Comfort levels related to asking current contacts to facilitate meetings with key people at work; not concerned with jeopardizing current relationships by seeking referrals to new contacts.

**Management Tips:** Scores suggest this individual should have little difficulty asking for referrals.

REFERRAL NETWORKING CODE: GREEN

**Outlook:** Easy to prevent and correct.

### Tele-Contact Networking: 100



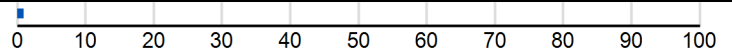
**Capsule Summary:** Comfort using the telephone as a tool for meeting or contacting others; discomfort may be characterized by over-reliance on alternative methods of contact (including personal meetings, letters or email) when using the telephone would be as or more effective.

**Management Tips:** Scores suggest this individual is less likely than most people to hesitate or resist using the telephone to meet new business contacts.

TELE-CONTACT NETWORKING CODE: GREEN

**Outlook:** Easy to prevent and correct.

### Disputing: 0



**Capsule Summary:** Energy over-invested in reflexively arguing, blaming, criticizing and finding fault with self and others; characterized by fear of losing control in social networking situations.

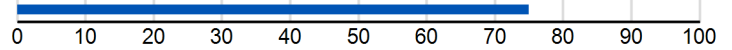
**Management Tips:** This individual's score suggests that Disputing should not be a problem.

DISPUTING CODE: GREEN

**Outlook:** Easy to prevent and very difficult to correct.

## Leadership Networking Initiatives

### External Networking Initiative: 75

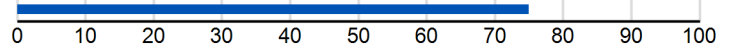


**Capsule Summary:** Self-reported activities to build business networks with key contacts outside of the company he or she works for.

**Management Tips:** Score suggests above average external networking activities.

**Outlook:** EXTERNAL NETWORKING INITIATIVE CODE: GREEN

### Inter-Departmental Initiative: 75

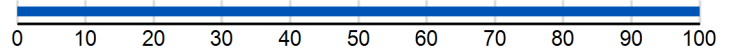


**Capsule Summary:** Self-reported activities to build networking relationships across different departments or business units of the organization.

**Management Tips:** Score suggests above average inter-departmental networking activities.

**Outlook:** INTER-DEPARTMENTAL NETWORKING CODE: GREEN

### Corporate Visibility: 100

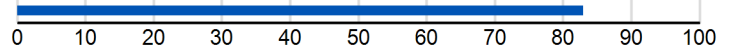


**Capsule Summary:** Self-reported networking activities to promote one's organization, its products and services.

**Management Tips:** Scores suggest above average corporate visibility networking activities.

**Outlook:** CORPORATE VISIBILITY CODE: GREEN

### Corporate Intelligence: 83

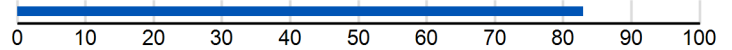


**Capsule Summary:** Self-reported networking activities to be "in-the-know" about the organization.

**Management Tips:** Scores suggest average networking activities to gain intelligence and current news about what's happening in the organization.

**Outlook:** CORPORATE INTELLIGENCE CODE: YELLOW

### Resource Advice Giver: 83

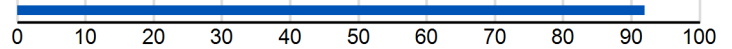


**Capsule Summary:** Self-reported networking activities to serve as resource advice-giver to others.

**Management Tips:** Scores suggest this individual is likely to serve as resource/advice-giver to others.

**Outlook:** RESOURCE ADVICE-GIVER CODE: GREEN

### Liaison: 92

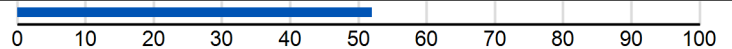


**Capsule Summary:** Self-reported networking activities to serve as bridge/liaison between business units and departments.

**Management Tips:** Scores suggest this individual is likely to serve as a liaison between business units and departments.

**Outlook:** LIAISON CODE: GREEN

### Networking Intensity: 52



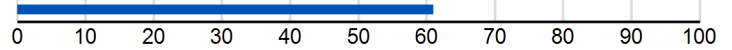
**Capsule Summary:** Activities reported during the past two weeks to build business contacts and relationships.

**Management Tips:** Scores suggest an above average number of networking activities.

**Outlook:** NETWORKING INTENSITY CODE: GREEN

## Leadership Networking Readiness Profile

### Goal Focus: 61

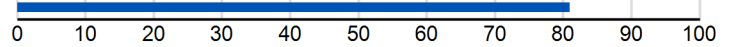


**Capsule Summary:** Degree of goal clarity or focus. Willingness to commit to long-term goals and work single-handedly to accomplish them.

**Management Tips:** This individual should be able to set and pursue long-term career-related goals.

**Outlook:** GOAL FOCUS CODE: GREEN

### Motivational Initiative: 81

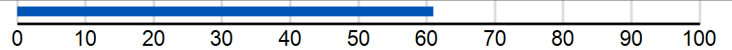


**Capsule Summary:** The level of energy available to initiate actions related to networking activities.

**Management Tips:** Above average score suggests this individual should have more than enough energy to initiate networking activities.

**Outlook:** MOTIVATIONAL INITIATIVE CODE: GREEN

### Motivational Endurance: 61

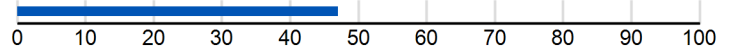


**Capsule Summary:** The level of intensity, tenacity and strength of purpose to invest in goal-supporting behaviors and networking situations. Does not give up easily when faced with difficult or frustrating tasks.

**Management Tips:** Above average score suggests this individual should have more than enough energy to sustain and support networking activities.

**Outlook:** MOTIVATIONAL ENDURANCE CODE: GREEN

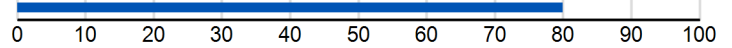
### Goal Diffusion: 47



**Capsule Summary:** The extent to which energy that might be available for career/ networking purposes is instead scattered across multiple objectives, all demanding time and attention. Tends to commit to too many goals simultaneously. Interests can change quite frequently, making it difficult to meet job and performance requirements.

**Management Tips:** This individual's scores are lower than average which suggests that goals should remain fairly focused and steady.

**Outlook:** GOAL DIFFUSION CODE: GREEN

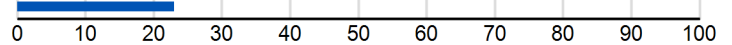
**Attitude Toward Questionnaire (Filters)****Impression Management: 80**

**Capsule Summary:** Desire to create a positive impression through the use of exaggeration and embellishment.

**Management Tips:** Above-average score suggests this individual may have attempted to influence the results of the questionnaire by embellishing or exaggerating certain answers. Some of the answers may have been 'slanted' in an effort to project a positive impression. Therefore, prudent users should verify the contents of this report by direct observation, interviewing and other assessment procedures.

Note: Use caution when interpreting this scale. Some of the items used to measure this scale are culture-specific (U.S.) and may not be applicable in all countries.

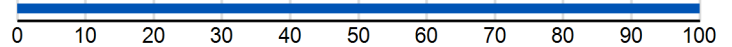
**Outlook:** IMPRESSION MANAGEMENT CODE: RED

**Hedging: 23**

**Capsule Summary:** Tends to choose in-between or non-committal responses.

**Management Tips:** This individual selected some of the 'in-between' answers on the test. However, scores are within the range of the typical individual.

**Outlook:** HEDGING CODE: YELLOW

**Maintaining Attention: 100**

**Capsule Summary:** The level of care and deliberation with which the test was completed; the amount of attention paid to providing thoughtful, accurate answers to test questions.

**Management Tips:** This individual's score suggests he or she paid very careful attention to completing the questionnaire.

**Outlook:** MAINTAINING ATTENTION CODE: GREEN



Contrast Group: LNQ Norm

Presence/Degree	Strictly Confidential	Scores	
		Raw	Contrast
<b>Overview</b>			
Networking Brake		13	22
Networking Accelerator		87	78
<b>Leadership Networking Diagnostic Profile</b>			
Social Initiative		78	81
Spontaneous Networking		89	77
Unpretentious Networking		67	76
Public Speaking Initiative		100	82
Role Initiative		72	81
Assertive Networking		78	69
Status Networking		80	72
Friends/Family Networking		100	85
Referral Networking		100	86
Tele-Contact Networking		100	79
Disputing		0	6
<b>Leadership Networking Initiatives</b>			
External Networking Initiative		75	53
Inter-Departmental Initiative		75	70
Corporate Visibility		100	77
Corporate Intelligence		83	84
Resource Advice Giver		83	74
Liaison		92	62
Networking Intensity		52	23

**Contrast Group: LNQ Norm**

Presence/Degree	<i>Strictly Confidential</i>	Scores	
		Raw	Contrast
<b>Leadership Networking Readiness Profile</b>			
Goal Focus		61	49
Motivational Initiative		81	64
Motivational Endurance		61	55
Goal Diffusion		47	41
<b>Attitude Toward Questionnaire (Filters)</b>			
Impression Management		80	52
Hedging		23	19
Maintaining Attention		100	95

See Business Networking Development Report for a detailed explanation of test results.

