Your leadership report

Maria Marin

29 Oct 2026

Know how you lead – and where you'll lead best.

With 360° feedback

Sample report. Maria Marin is a fictional person; all values are invented for illustration.

76 out of 100

Strong

Report G2L-2026-0007-4 · get2lead v1.0.0

get2lead

Contents

PART A · EVALUATIVE – WHERE YOU STAND

1 Overview 3
2 Your leadership skills 4
3 Your strengths and growth areas 6
4 Your experience 7
5 How others see you 9

PART B · DESCRIPTIVE – HOW YOU LEAD AND DECIDE

6 Your personality type 10
7 What drives you – Limbic profile 11
8 Your temperament 12
9 Entrepreneurial decision profile 13
10 Your Resonance Profile 14

PART C · CONTEXTUAL – WHERE YOU LEAD BEST

11 Where you lead best 15

PART D · PUT INTO PRACTICE

12 Your 90-day plan 17
13 Questions for you 18
14 About this report 19

One assessment, three levels

get2lead evaluates, positions and describes, so you know where you stand, where you lead best and how you lead.

Evaluative	**Where you stand** Leadership score, leadership skills, experience, 360° feedback
Descriptive	**How you lead and decide** Personality type, limbic profile, temperament, decision profile, Resonance Profile – descriptions, not grades
Contextual	**Where you lead best** Leadership level, team size, role, industries

1 Overview

What you see here: your leadership score, the key results at a glance and your next steps.

Congratulations, Maria!

You think strategically and connect your team's work with the bigger picture.

You are driven to make an impact – and in decisions you seize opportunities and run the numbers.



Your leadership score: 76 out of 100 – Strong

Maria, you lead well. With 76 of 100 you are in the "Strong" range: people can rely on you, and your results show it. The next step is not doing more, but doing a few things more deliberately. This report shows you where.

Your type, your drives and your temperament point in the same direction: you like to move things forward and take the lead. That gives you power – and it makes it worth checking regularly whether everyone is still with you.

1.1 At a glance

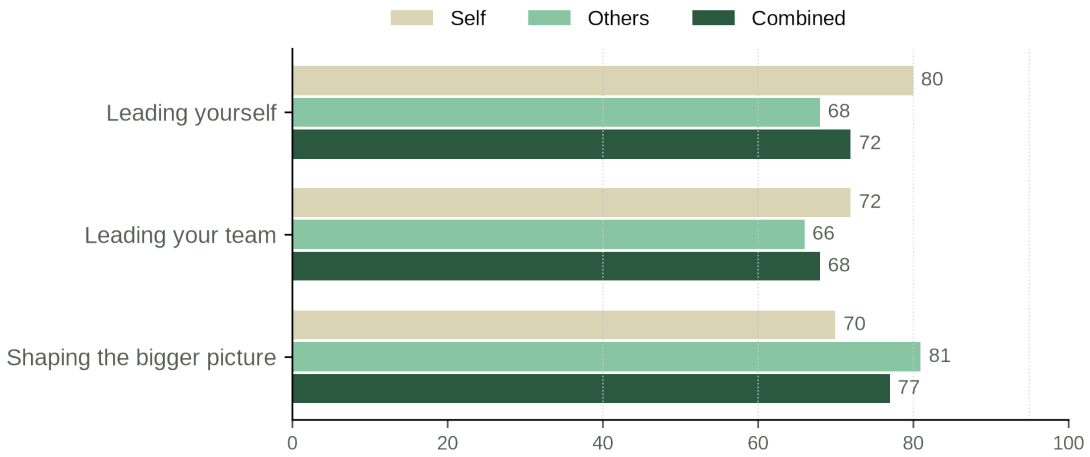
Personality type	ENTJ – The Commander
What drives you	Dominance – making an impact
Temperament	Choleric – decisive and energetic
Your main strength	Shaping the bigger picture
Your growth area	Leading your team

1.2 Your next three steps

1. Your focus for the next 90 days: **Leading your team** – the steps are in your 90-day plan.
2. Read how others see you: in two areas your self-view and others' view differ clearly.
3. See where you lead best: **Head of department · 21–50 people · Strategist**.

2 Your leadership skills

> *What you see here:* your three areas – what they mean, where you stand and what you can do.



2.1 Leading yourself · 72 out of 100 – Strong

What it means: How well you know yourself, handle pressure, set priorities and look after your energy. Everything else builds on this.

Your result: You know your strengths and limits and you stay steady most of the time. People sense that you are in control of yourself.

What you can do:

1. Write down your three priorities for the week and say no to one thing that doesn't fit.
2. Plan one fixed recovery slot a week – and keep it like a meeting.

2.2 Leading your team · 68 out of 100 – Strong

What it means: How you give feedback, handle conflict, develop people and build trust in your team.

Your result: Your team knows what you expect and feels supported. You give feedback and you deal with conflict instead of avoiding it.

What you can do:

→ You will find the concrete steps for this area in your 90-day plan.

2.3 Shaping the bigger picture · 77 out of 100 – Strong

What it means: How you turn the company's direction into goals, work across departments, lead change and think long-term.

Your result: You link your team's work to the company's direction and you work well with other departments.

What you can do:

1. Before big decisions, ask: what will this look like in two years?
2. For the next change, involve the people affected before you decide.

→ Your strongest and weakest statements per area are in chapter 3.

3 Your strengths and growth areas

What you see here: the statements where you are strongest and those where you can gain the most.

BIGGEST STRENGTH

Shaping the bigger picture 77

This is your highest score. Use it on purpose – it also helps you in the other areas.

MAIN GROWTH AREA

Leading your team 68

This is where you gain the most. Your 90-day plan in chapter 12 starts right here.

3.1 By area

Leading yourself

72 out of 100 · Strong

WHAT YOU ALREADY DO WELL

- I bounce back quickly after setbacks.
- I set clear priorities and say no when I need to.

WHERE YOU CAN GROW

- I look after my energy and protect my limits.
- I actively ask others how they experience my leadership.

Leading your team

68 out of 100 · Strong

WHAT YOU ALREADY DO WELL

- I make clear what I expect and I follow up.
- I deal with conflicts fairly and find solutions.

WHERE YOU CAN GROW

- When I can, I ask questions and guide rather than just give instructions.
- I show appreciation in a way that means something to each person.

Shaping the bigger picture

77 out of 100 · Strong

WHAT YOU ALREADY DO WELL

- I turn the company's direction into concrete goals for my team.
- I can explain where we're heading in a way that inspires people.

WHERE YOU CAN GROW

- I balance quick results with building strength for the future.
- I get different departments working well together.

Based on your answers and the 360° feedback. Strengths are the statements with the highest scores, growth areas those with the lowest scores in each area.

4 Your experience

What you see here: what your experience score is made of and what it means for your recommendation.

Experience score: 82 out of 100 – Outstanding

9 years leading | 14 people · 2 team leads | Division budget | Steering committee | Distributed teams | 2 change projects

4.1 The building blocks of your experience

1. Years leading

9 years

90

You have been through several leadership situations – building, transition and difficult phases.

2. Span of control

14 people, including 2 team leads

85

You already lead across a level: people who lead others themselves.

3. Budget responsibility

Division or department budget

67

none | partial | division | full P&L

You manage your own budget. The next step is full P&L responsibility.

4. Board and committee experience

Level 3 of 5 · regularly in the steering committee

60

You represent topics in decision-making bodies. Your own seat on a board is still missing.

5. International and cross-functional

Distributed teams at 2 sites

85

You work across sites and functions as a matter of course.

6. Change and crises

Led 2 change projects

95

You have not only been through change – you have been responsible for it.

The bars show the building blocks. The experience score weights them, adds your reflection, and counts experience outside work for at most 15 %.

4.2 Reflection – 10 statements about your experience

Mean of the 10 statements: 82 out of 100

Strongest:

- I have led people through difficult change.
- I have built trust with people across cultures or locations.
- I have learned from a leadership mistake of my own and changed something.

Least developed:

- I have represented decisions in front of a board or supervisory body.

4.3 Experience outside work

20 out of 100 · You coach a youth sports team as a volunteer.

What counts: leading in volunteer roles, clubs and associations, parent councils, sport or community projects – anywhere you lead people without formal authority. **How much:** at most 15 % of your experience score, so that professional leadership experience carries the weight.

4.4 What this means for your recommendation

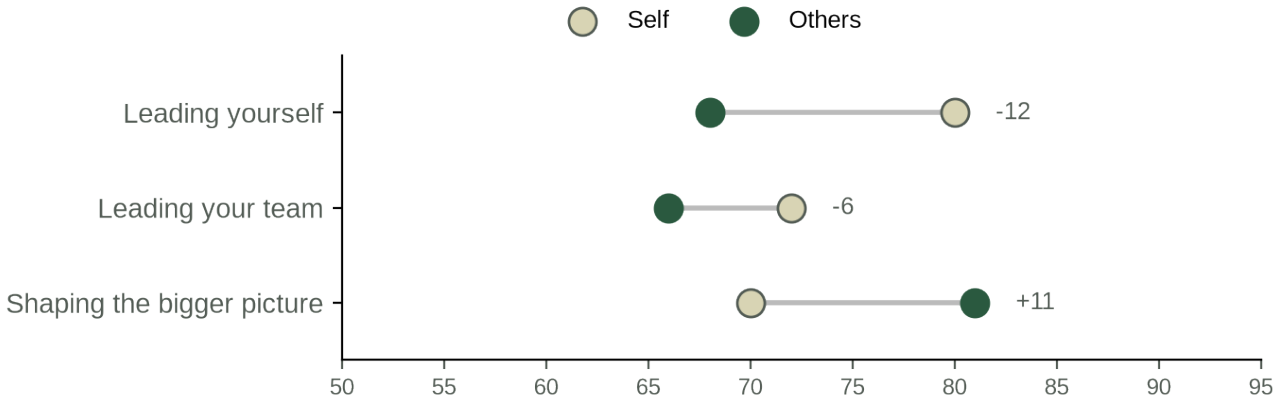
1. Your experience score (82) is above the threshold for executive level (65).
2. What is still missing is one hard requirement: **full P&L responsibility** or **board experience from level 4**.
3. More in chapter 11 "Where you lead best".

5 How others see you

> *What you see here:* how 9 people from 4 groups experience your leadership – alongside your self-assessment.

9 people from 4 groups shared how they experience your leadership. Their answers are anonymous and shown only for groups with at least three answers.

Manager	1 answer	combined (fewer than 3 answers)
Peers	3 answers	74
Team members	4 answers	70
Others	1 answer	combined (fewer than 3 answers)



You and others mostly agree, with a few clear differences. Those differences are where the most learning is.

Blind spots and hidden strengths

Blind spot – Leading yourself: you rate yourself 12 points higher than others do. Others may not experience this as strongly as you intend it. Ask two people for a concrete example.

Hidden strength – Shaping the bigger picture: others rate you 11 points higher than you do. You may be underestimating yourself here. Use it more consciously.

Shared strength – Shaping the bigger picture: you and others agree this is one of your strengths. Build on it.

We only call something a blind spot or a hidden strength when two things are true: the average difference is at least 10 points, and more than a third of the people who gave feedback see it that way themselves.

Selected comments (anonymous)

- "Gives clear direction – sometimes the decision is made before we get a say."
- "Explains the strategy in a way that makes you want to join in."
- "I'd like more feedback on my work, even when things go well."

6 Your personality type

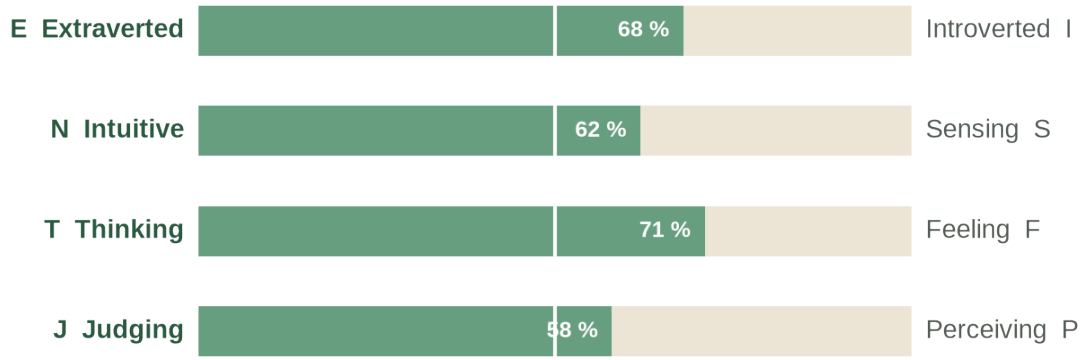
> *What you see here:* how you recharge, take in information, decide and organise yourself. A description, not a grade.

ENTJ

ENTJ – The Commander

Extraverted · Intuitive · Thinking · Judging

- E = Extraverted: you get your energy from people and action.
- N = Intuitive: you look for patterns, ideas and possibilities.
- T = Thinking: you decide mainly by logic and fairness of rules.
- J = Judging: you like plans, structure and clear decisions.



Portrait: Confident, strategic and decisive. You see where things need to go and take the lead.

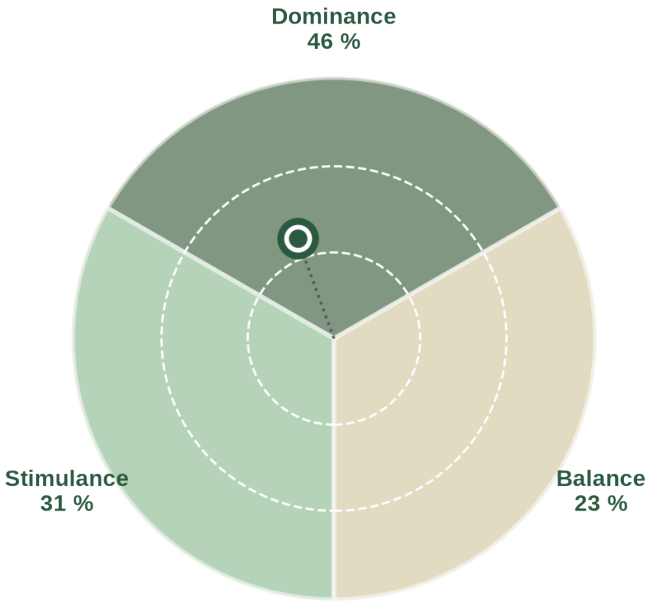
Strengths: Clear vision, you drive results and organise people and resources well.

Blind spots: You can come across as dominant and impatient and may not hear quieter voices.

Tip: Before you announce a decision, ask: "How is the team really doing?"

7 What drives you – Limbic profile

What you see here: which motives steer what you do. A description, not a grade.



Limbic profile – based on the research of Hans-Georg Häusel

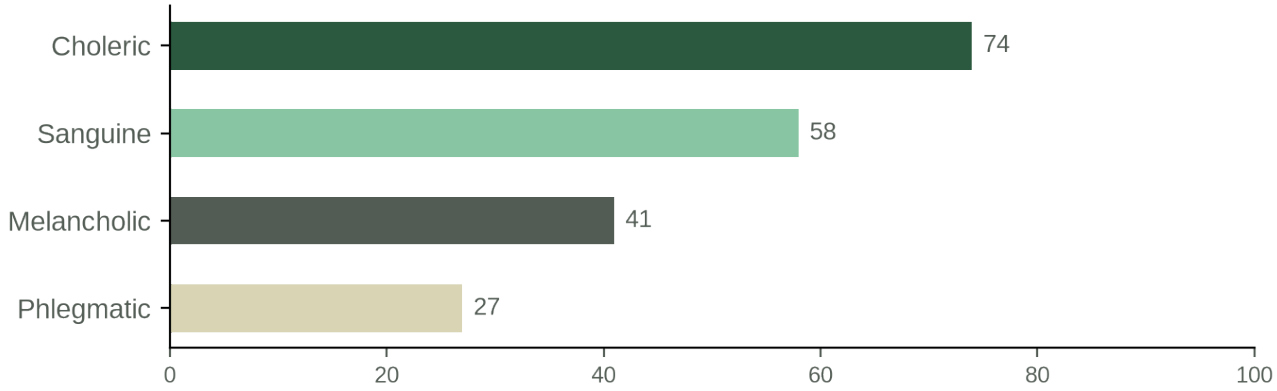
Dominance	making an impact	**46 %**
Stimulance	wanting new things	**31 %**
Balance	wanting security	**23 %**

Your strongest drive is making an impact. You like to set the direction, win and take responsibility. Your team gets clarity and pace from you.

In leadership this means: you bring direction and pace. Make sure your team also gets room to shape things.

8 Your temperament

What you see here: how you typically react, especially under pressure. A description, not a grade.



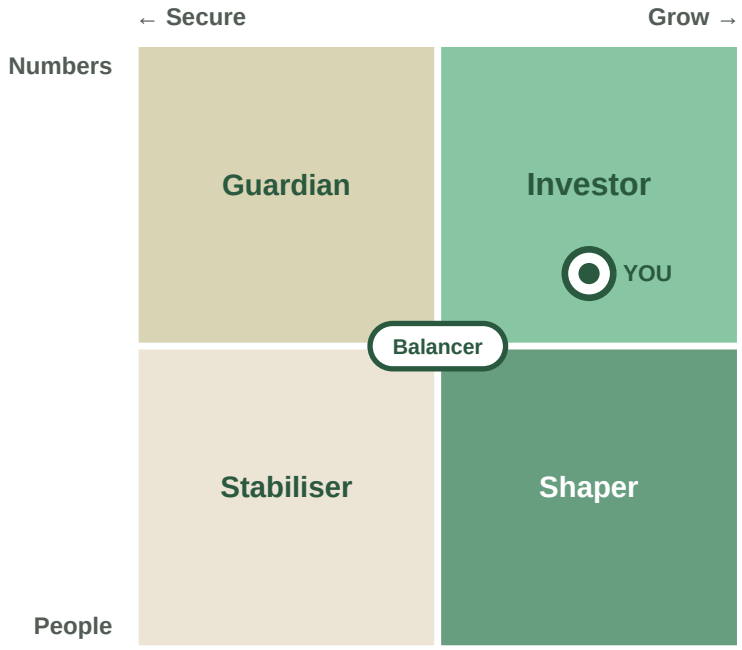
You're energetic, decisive and focused on results. You take charge and get things moving. **As a leader:** strong in crises and when quick decisions are needed. **Watch out:** you may come across as impatient or overpowering. **Tip:** count to three before reacting.

Your temperament gives you drive and decisiveness – especially valuable when things get difficult.

9 Entrepreneurial decision profile

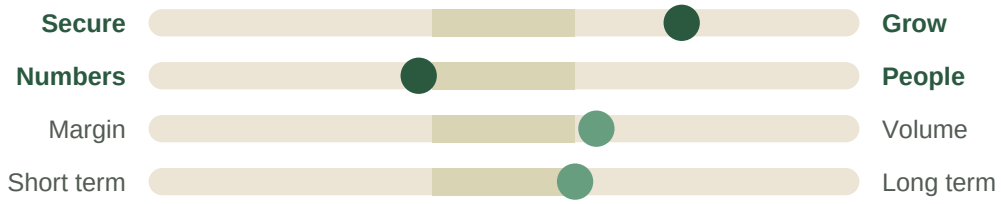
> *What you see here:* how you decide when security and growth, numbers and people pull in different directions. A description, not a grade.

Optional module: 12 everyday business situations, no right or wrong answers. It describes how you decide when security and growth, numbers and people pull in different directions.



Your type: Investor – Seize opportunities, backed by numbers.

Your four axes



Secure ↔ Grow and Numbers ↔ People determine the type. Margin ↔ Volume and Short term ↔ Long term describe it in more detail.

Strengths: Spots growth options, runs the numbers and executes consistently; also makes hard decisions.

Blind spots: May overstretch risk and pace; people can feel like a line item.

Development tip: Before big steps, deliberately check the liquidity buffer and bring the people who will execute on board early.

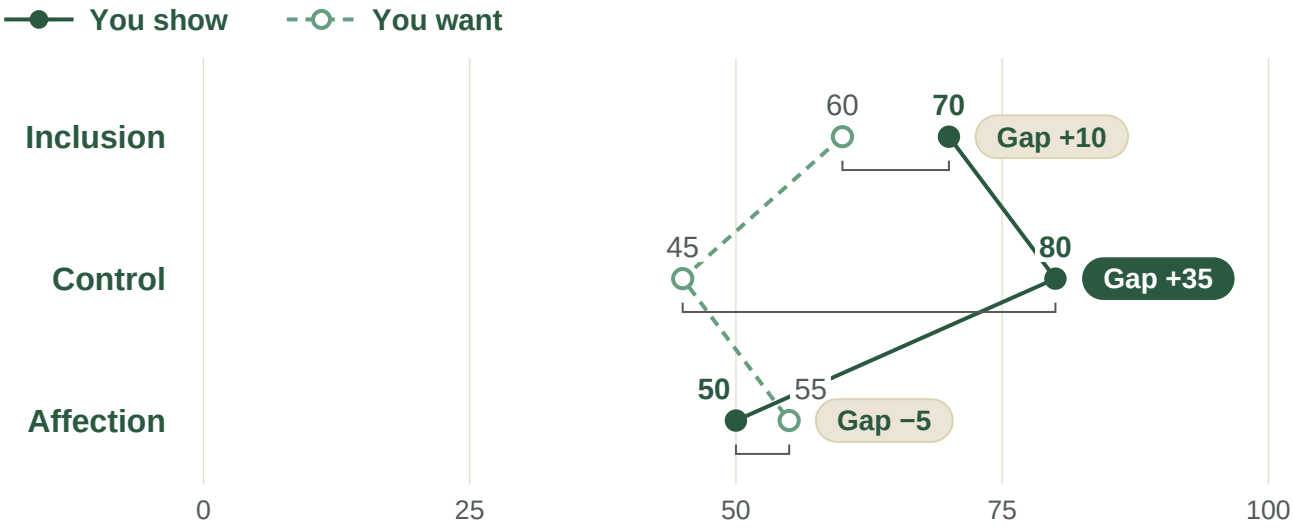
This fits the rest of your picture: as an ENTJ with a strong drive to make an impact, you decide forward and back it with numbers. The opposite pole – holding people and culture together – also shows up in your growth area. The decision profile describes; it does not evaluate. It changes neither your leadership score nor the leadership-level recommendation. Type boundaries are starting values.

10 Your Resonance Profile

What you see here: what you give and what you want.

Here you can see how much you give others in three areas and how much of it you want for yourself: Inclusion, Control and Affection. The distance between the two lines is the interesting part: it shows where you give energy and where you need it.

Does not change your leadership score



Area	You show	You want	Gap
Inclusion	**70**	**60**	**+10**
Control	**80**	**45**	**+35**
Affection	**50**	**55**	**−5**

PRODUCTIVE TENSION · CONTROL

Giving more direction than you need

You give clearly more direction than you need yourself. That sounds dominant, but it is a strength: you create clarity and take uncertainty off others. Make sure your team keeps enough room for their own decisions.

Inclusion: Giving and wanting are close together – you involve others a little more than you need yourself. That is a strength: you keep the team's cohesion in view without losing yourself in it. Make sure you hand out invitations where they really help, not out of duty.

Affection: Giving and wanting are in balance for you: you show about as much closeness as you want yourself. That comes across as consistent and reliable. Make sure you express appreciation even when everyday work is busy.

Provisional interpretation based on your own answers. The profile describes your style, not your ability.

11 Where you lead best

What you see here: at which level, with what team size, in which role and in which industries your profile fits best today.

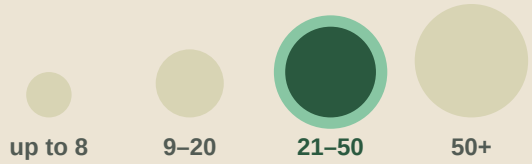
Orientation, not a verdict: these recommendations follow from your answers and show where your profile fits especially well today.

LEADERSHIP LEVEL

- 4 · Executive / managing director — ↑ NEXT STEP
- 3 · Head of department — ● YOU TODAY
- 2 · Team lead
- 1 · Team member with first responsibility

Executive level is within reach: your scores already bring what it takes. One requirement is still missing – **full P&L responsibility**. Today you are responsible for a division budget.

TEAM SIZE WHERE YOU LEAD BEST



up to 8 · 9–20 · 21–50 · 50+

Big enough to really shape things, small enough to stay close to people through your team leads.

YOUR LEADERSHIP ROLE

Strategist

You give direction. You turn where the company wants to go into goals that people want to follow – your best place is where orientation is needed.

INDUSTRIES WHERE YOUR PROFILE FITS BEST

1	IT & software	very good fit
2	Consulting	good fit
3	Industry & engineering	good fit

Fields where fast decisions, constant change and clear direction are part of everyday work.

11.1 What your decision profile adds

Kind of role	Expansion, sales, new business, investments
Company phase	Growth and growth-oriented realignment
Counterpart in your team	A Stabiliser who holds team and culture together

From your entrepreneurial decision profile (type Investor).

11.2 How this recommendation is built

1. **Leadership level:** from your three areas of leadership skills and your experience score. The experience score combines facts (years leading, span of control, level, budget responsibility, board experience) and 10 statements about your experience.
2. **Budget responsibility** counts as a graded fact in four steps: none · partial budget or cost centre · division or department budget · full P&L responsibility. Your answer: **division or department budget**.
3. **Executive level** is only recommended with full P&L responsibility or board experience. Your scores are high enough for this level – only this one requirement is missing.
4. **Team size and role:** from four statements under “How you like to lead”, your type, your drives and your temperament. **Industries:** your profile matched against typical demands.
5. **Decision profile:** adds kind of role, company phase and counterpart – it does not change the leadership level.

This orientation uses draft thresholds based on practical experience, not on comparison data. It does not replace a conversation with people who know you. Based on your self-assessment.

12 Your 90-day plan

What you see here: three concrete steps for your most important growth area.

Focus: Leading your team · Three phases, one step per month. Tear off a sheet in your mind once a phase is done.

Day 1–30

1

LISTEN

Hold a one-to-one with every team member. Ask: "What do you need from me?"

Day 31–60

2

GIVE FEEDBACK

Give one piece of specific feedback every day. In meetings, ask before you speak.

Day 61–90

3

AGREE GOALS

Agree on a growth goal with each person and check how the team experiences the change.

CHECKPOINTS

NOV 2026	DEC 2026	JAN 2027	APR 2027
28	**28**	**27**	**27**
Day 30	Day 60	Day 90	**Repeat the assessment (approx.)**

Keep using your strength in Shaping the bigger picture – it helps you with everything else.

13 Questions for you

> *What you see here:* questions that help you make sense of your results.

1. What surprised you most in this report?
2. Which one change would make the biggest difference for your team?
3. When did you last tell someone exactly what they did well?
4. Who in your team hasn't said much lately – and why?
5. Where would more listening help you more than more talking?
6. Where could you let others decide this month?

Your notes

14 About this report

What you see here: how the results are produced and what they say.

This report combines your own answers with the feedback of 9 people. For leadership skills, others' view counts 65 % and yours 35 %, because how others experience your behaviour is the most reliable part of the picture. Blind spots and hidden strengths are only named when the average gap is at least 10 points and more than a third of these people see the same gap.

This report also includes your Resonance Profile (chapter 10). It is based on 30 additional statements, describes your style and does not count towards your leadership score.

Levels: 0–39 Starter · 40–59 Growing · 60–79 Strong · 80–94 Outstanding · 95–100 Top Performer

get2lead helps you reflect and grow. It is not a psychological diagnosis and should not be the only basis for hiring or promotion decisions. The scoring is still being checked against real data.

Your certificate

Certificate number G2L-2026-0007-4. Check it at get2lead.com/verify/G2L-2026-0007-4. Created with get2lead v1.0.0.

76 out of 100 – Strong · ENTJ · Dominance · 9 RATERS / 4 GROUPS

And where would you lead best?

Your own profile: personality, drives, temperament, experience and leadership skills – plus your best-fit leadership level, team size, role and industries.

Start your assessment at get2lead.com →