



360° Leadership Assessment



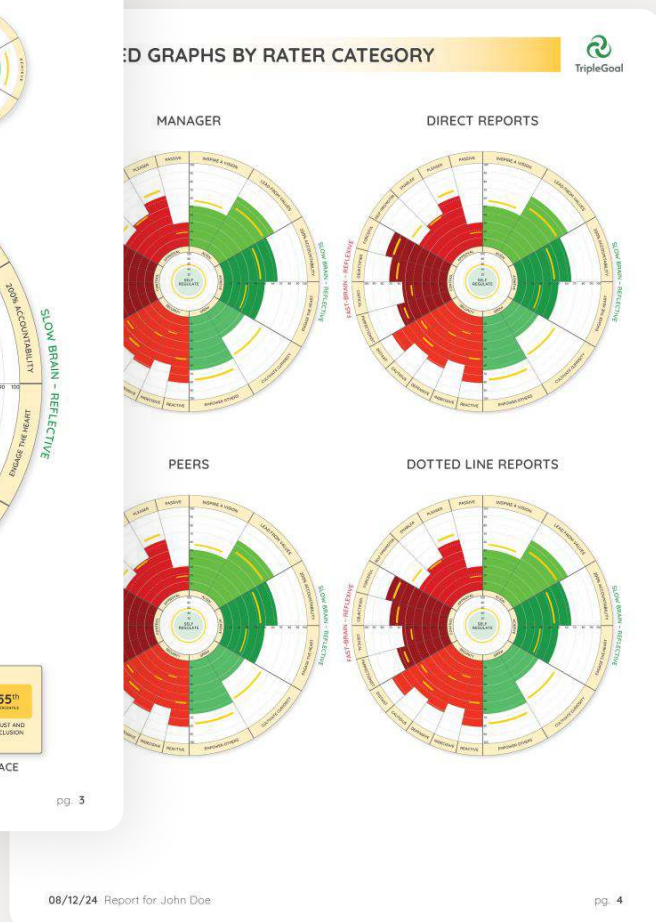
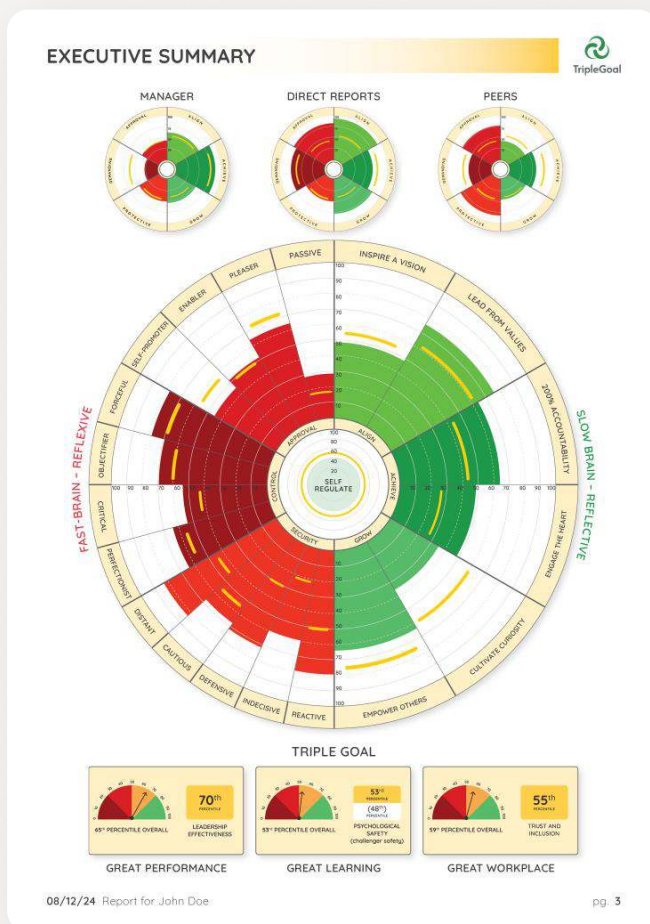
The Leadership Growth Company

The Leadership Assessment that connects behaviour with tangible outcomes

Insight-Driven Leadership Growth

Introducing the Leadership Growth Profile (LGP), a breakthrough 360° assessment that combines over two decades of leadership research with cutting-edge adult development theory.

This powerful tool maps essential **Green Zone** leadership practices alongside stress-driven **Red Zone** reactive behaviours, uncovering the hidden drivers and derailers of high-impact leadership.



With over 70,000 completed evaluations, leaders are provided with a plan and a focussed process for rapidly improving performance, innovation and workplace engagement outcomes.

Seamless Integration: From Report to Developmental Journey

The LGP is not just an assessment tool. Your leaders also get all the frameworks, resources and support processes needed to convert their report into meaningful and sustained leadership improvement.

1

Analyse your report

Detailed walk through the leader's report with reflection activities to identify green zone strengths, gaps and red zone derailers.

2

Clarify your performance objectives

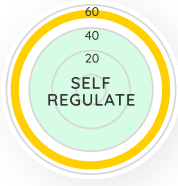
Comprehensive analysis of the leader's business objectives for the next 12+ months to contextualise the report analysis. Supports the leader to understand exactly what to evolve in their leadership for maximum positive impact on objectives.

3

Define your development plan

Convert the report insights into a comprehensive development plan using adult development principles. The Silver & Gold packages walk leaders through our Growth Matrix, unlocking hidden immunities to change, clarifying internal motivators for change, while mapping new habits, rituals and behaviours to ensure an extraordinary impact on business objectives.

Leadership Growth Profile

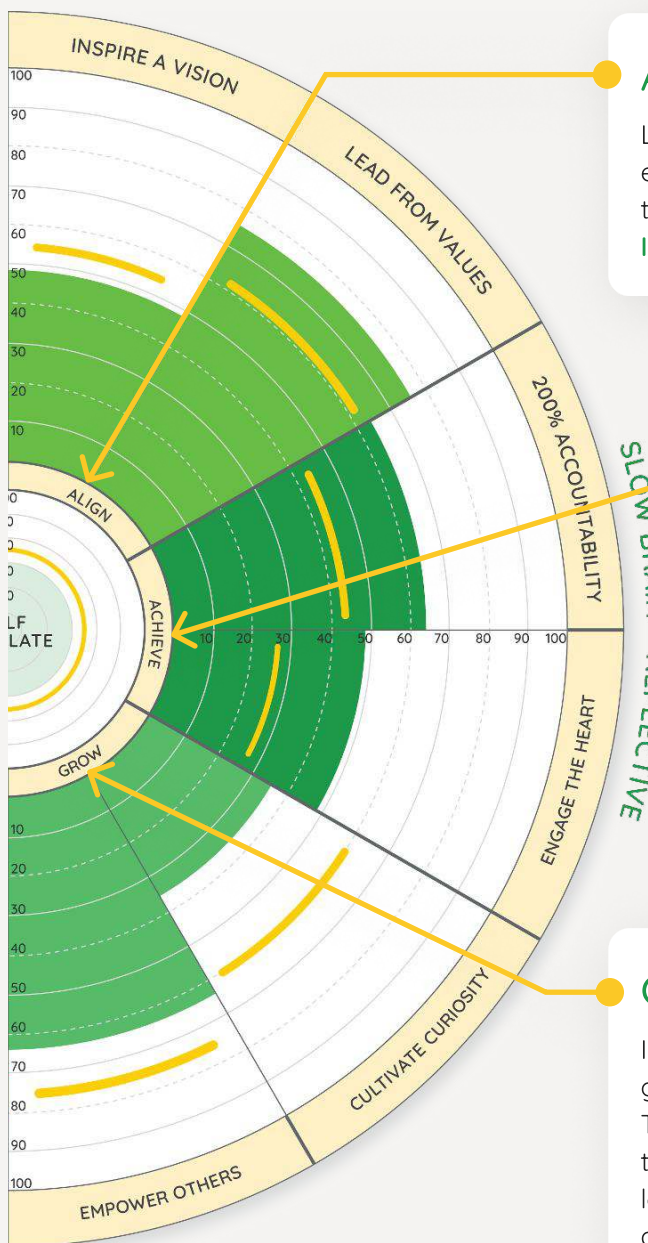


The Centre Circle: Self-Regulation

The Centre Circle assesses the most advanced form of self-awareness: self-regulation. Leaders who self-regulate are able to consciously and continuously recognise and transform Red Zone behaviours into Green Zone actions.

The Green Zone

The green zone evaluates behaviours that drive great leadership outcomes. Behaviours proven to drive high performance, learning agility and workplace joy-collectively known as the Triple Goal. The green zone measures 3 core areas and 6 leadership Practices.



Align

Leaders must align people behind a shared purpose and earn their right to lead by role modelling values that inspire trust and accountability. The 2 **Align** practices are **Inspire a Vision** and **Lead from Values**.

Achieve

To achieve the highest levels of performance and engagement leaders must agree performance and behaviour standards, role model them, create accountability around them and celebrate the victories when they are achieved. The 2 **Achieve** practices are **200% Accountability** and **Engage the Heart**.

Grow

In today's complex world, leaders must build teams that are great at innovating, learning and implementing new learning. They need to support the growth of the individuals in the team and collaborate with others to harness collective learning. The 2 **Grow** practices are **Cultivate Curiosity** and **Empower Others**.

Leadership Growth Profile

The Red Zone

The red zone identifies behaviours that limit leadership effectiveness, often rooted in past stress and operating unconsciously. We measure the red zone because we cannot outgrow it unless we know it and can describe it. The 3 core red zone areas closely resemble the 3 biological stress responses of freeze/fawn, fight and flight.

Approval

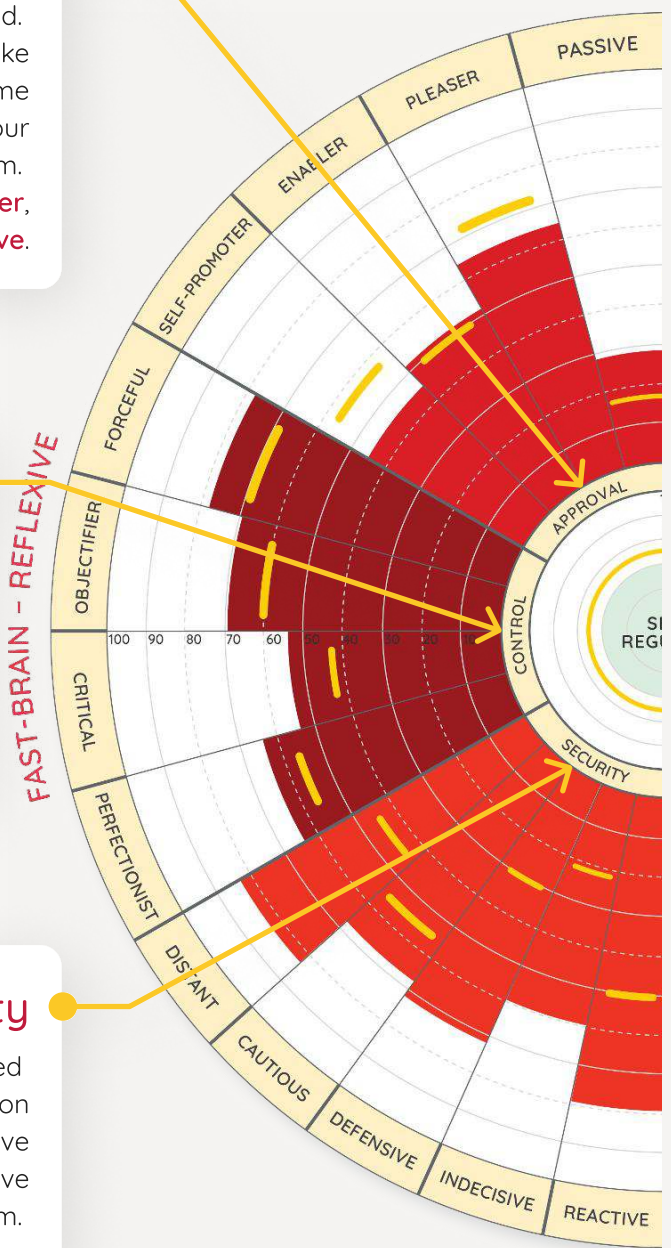
We all want to belong, be seen, appreciated and valued. We want approval. This becomes red zone when we make our self-worth dependent on approval. We can become passive, people pleasing, enabling of other's bad behaviour or need to be the smartest person in the room. The 4 **Approval** dimensions are **Self-Promoter**, **Enabler**, **Pleaser** and **Passive**.

Control

We all want to have autonomy and do excellent work. This becomes red zone when we lose flexibility, the perspective of others and our humanity. We can be forceful and dominant, treat people like objects, become unreasonably perfectionistic and critical. The 4 **Control** dimensions are **Forceful**, **Objectifier**, **Critical** and **Perfectionist**.

Security

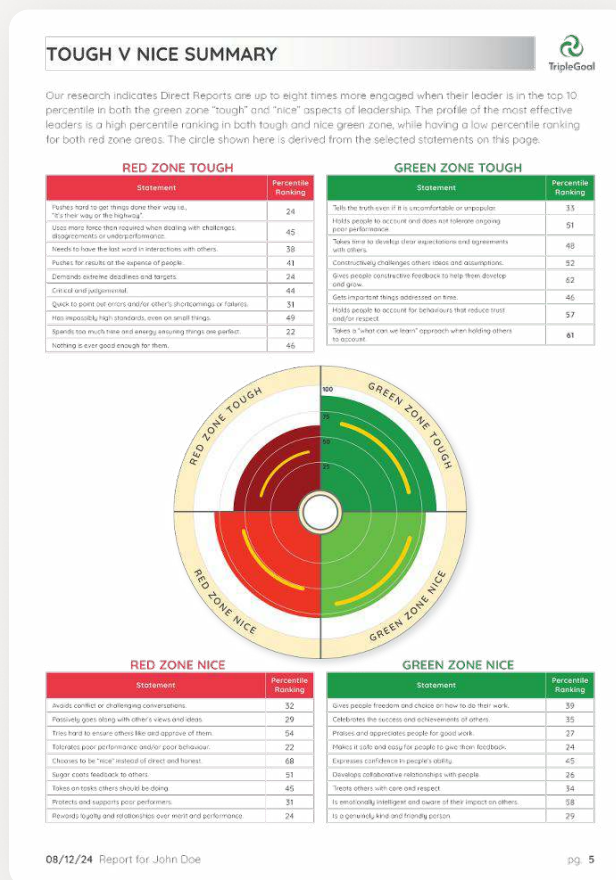
We all want to feel safe and secure. This becomes red zone when we lose touch with the real needs our situation demands. We can be distant instead of open, conservative instead of innovative, defensive instead of curious, indecisive instead of bold and reactive instead of calm. The 4 **Security** dimensions are **Distant**, **Cautious**, **Defensive**, **Indecisive** and **Reactive**.



The Complete Leadership Spectrum: Tough and Nice Decoded

Zenger and Folkman's benchmark leadership study on whether its better to be a "tough" performance driver or a "nice" people enhancer concluded the world's most effective leaders do both. Great leaders are both tough AND nice. The Leadership Growth Profile measures this balance and takes it a step further by helping leaders understand the green and red zone dimensions of tough and nice, enabling a more sophisticated understanding of this critical leadership dimension.

With insights across the entire spectrum of leadership, this tool equips you to lead with strength, empathy, and integrity, unlocking your highest leadership potential.



Our research shows that Direct Reports are up to eight times more engaged when their leader ranks in the top 10% of both green zone "tough" and "nice" aspects. With this knowledge, leaders will be equipped to inspire trust, drive results, and lead with confidence. Help leaders master the art of effective leadership and elevate their impact today.

Debriefing Process

Select between 3 possible debriefing packages, each following a consistent, congruent way to seamlessly translate the report into an actionable developmental journey.

Bronze

Understanding your report

Includes e-learning content, reflection activities, and 1x 90-min optional coaching session.

Silver

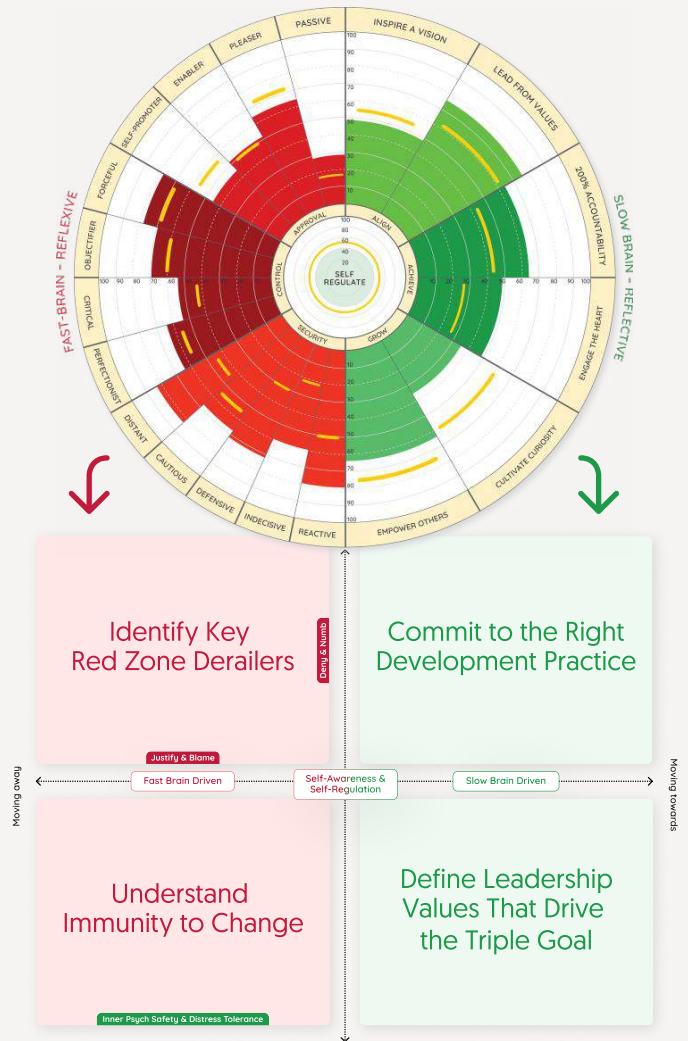
Mapping and mastering your growth

Includes comprehensive e-learning content, reflection activities, and 5x 60-min optional coaching sessions to drive measurable leadership improvement.




Gold

Full culture transformation for organisations

Our flagship leadership development program, the Vertical Growth Leadership Program, seamlessly translates the LGP into a best-in-class developmental journey for leadership teams. The program requires a minimum of 40 hours of participation over 6-9 months.



Support Resources

	 Bronze	 Silver	 Gold
E-learning videos	YES (9 videos)	YES (25 videos)	YES (50 videos)
Digital workbook with reflection activities	YES (4 activities)	YES (9 activities)	YES (30 activities)
Interactive digital objectives setting tool	YES	YES	YES
Optional coaching	YES (1 x 90-min)	YES (5 x 60-min)	YES
Leadership Practices Cheat Sheets	NO	YES	YES
Pulse feedback survey tool	NO	YES	YES
Interactive digital growth mapping tool	NO	YES	YES

Any questions?



Get in touch

triplegoal.com

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