



# The Leader Performance Report:

How Behaviour Drives Success  
Insights from 1,636 Leadership Evaluations  
Across Four Major Organisations



The Leadership Growth Company

# The Green Zone:

## Leadership Behaviours That Drive High Performance

Leaders who demonstrate the following behaviours see the highest performance, engagement, and well-being outcomes:

1

Is attentive and focused

2

Treats others with care  
and respect

3

Actively listens to diverse  
points of view

4

Involves people in  
important decisions that  
impact their work

5

Shows empathy toward  
others when needed

### Impact of Green Zone Leadership:

+49.64%

Performance

+46.61%

Leadership Effectiveness

+41.71%

Engagement

+46.55%

Psychological Safety

+39.57%

Mental Health

# The Red Zone:

## Leadership Behaviours That Kill Performance

Leaders who frequently exhibit these behaviours drain performance, engagement, and psychological safety.

1

Responds to challenging feedback with aggression or blame

2

Dominates meetings and conversations

3

Quick to point out errors and/or others' shortcomings or failures

4

Demands extreme deadlines and targets

5

Shuts down new ideas and experiments in the name of protecting risk

### Impact of Red Zone Leadership:

-44.57%

Performance

-36.63%

Leadership Effectiveness

-38.25%

Engagement

-44.48%

Psychological Safety

-43.18%

Mental Health

# Want to Guarantee High Performance Ratings?

If leaders want to guarantee top performance ratings, they must actively develop Green Zone behaviours and eliminate Red Zone habits.

## Leadership Behaviours That Drive High Performance (Green Zone)



Treats others with care and respect



Shows empathy toward others when needed



Is attentive and focused



Makes clear and understandable requests when asking others to do things

When these behaviours score 8/10 or above from direct reports, a leader's performance rating is significantly higher.

## Leadership Behaviours That Lower Performance Scores (Red Zone)



Quick to point out errors and/or others' shortcomings or failures



Critical and judgmental



Shuts down new ideas and experiments in the name of protecting risk



Demands extreme deadlines and targets

When these behaviours score 3/10 or less from direct reports, a leader's performance rating is significantly higher.

# The Key Takeaway

Great leadership isn't just a nice-to-have  
— it defines high performers.

Organisations that develop Green Zone leaders will outperform  
those that tolerate Red Zone behaviours.

## What Can You Do Next?



Assess your leaders

– Where do your leaders fall?



Invest in leadership development

Invest in leadership development



Build a feedback-rich environment

– Implement conscious rituals that promote and maintain a feedback culture

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development space, we are offering

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# Any questions?



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The Leadership Growth Company

The Leadership Assessment that connects behaviour with tangible outcomes