



360° Leadership Assessment

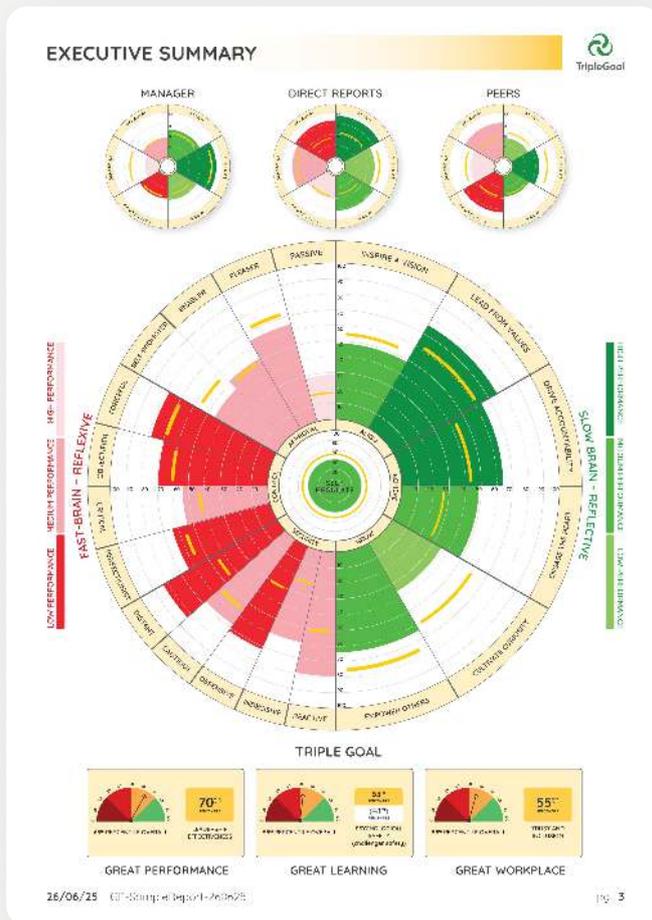


The Leadership Growth Company

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.



ZONE PRACTICE SUMMARIES (CONT.)

VALUES

	Self	Subordinates	Direct Reports	Peers/360° Feedback	Manager	Peers	Others
...	24	43	45	9%	24	36	43
...	31	29	16	9%	32	35	28
...	40	23	11	4%	4	35	26
...	5	74	27	6%	44	87	74
...	11	54	17	2%	5	25	25
...	10	38	27	4%	7	36	52

ACCOUNTABILITY

	Self	Subordinates	Direct Reports	Peers/360° Feedback	Manager	Peers	Others
...	9%	47	42	4%	4	74	18
...	87	89	37	9%	70	92	87
...	70	45	34	9%	6%	70	26
...	64	4%	48	9%	4%	7%	19
...	15	47	47	3%	24	84	55
...	1%	50	11	6%	1%	87	17

THE HEART

	Self	Subordinates	Direct Reports	Peers/360° Feedback	Manager	Peers	Others
...	66	71	71	7%	39	75	69
...	29	71	27	2%	34	74	71
...	47	48	24	1%	17	56	47
...	37	22	43	2%	5	28	9
...	29	5	28	5%	5	17	5
...	7%	42	24	5%	20	44	24

24/09/2025 Report for John Doe pp. 19

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

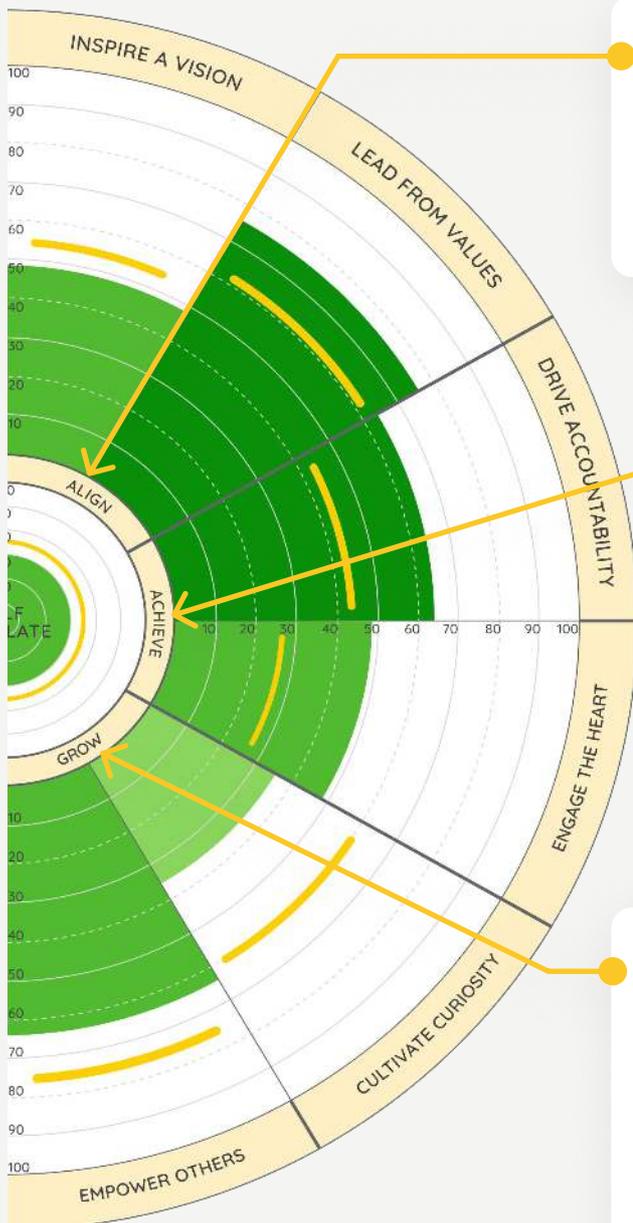


The Centre Circle: Self-Regulation

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 **Drive 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

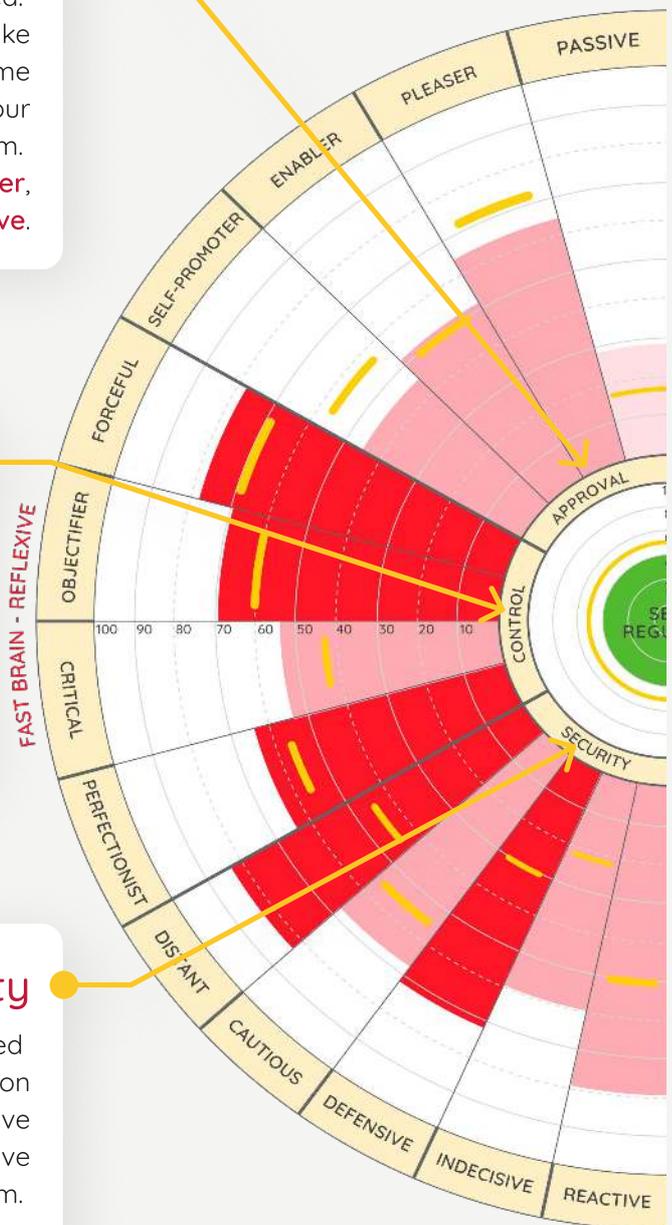
We all want to belong, be seen, appreciated and valued. We want approval. This becomes red zone when we make our self-worth dependent on approval. We can become passive, people pleasing, enabling of other's bad behaviour or need to be the smartest person in the room. The 4 **Approval** dimensions are **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 5 **Security** dimensions are **Distant**, **Cautious**, **Defensive**, **Indecisive** and **Reactive**.



Why LGP Matters

With over 70,000 completed evaluations, the Leadership Growth Profile (LGP) stands as a proven, data-driven tool for leadership development. We've refined the LGP to measure behaviours that directly impact organisational success.

By integrating the world's most researched leadership framework, shadow work, immunity to change, acceptance commitment training (ACT) and the latest research on mindfulness and self-regulation, the LGP and its vertical development journeys ensure seamless vertical development that drive impact.

Green Zone positive correlations



Red Zone negative correlations



Our data reveals a clear correlation between behaviour and outcome. In contrast, those with high scores in the **Green Zone** — demonstrating conscious actions — see measurable, positive impacts on their teams and organisations. Leaders who score high in the **Red Zone** — indicating reflexive habits — experience significant declines across multiple metrics.

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.

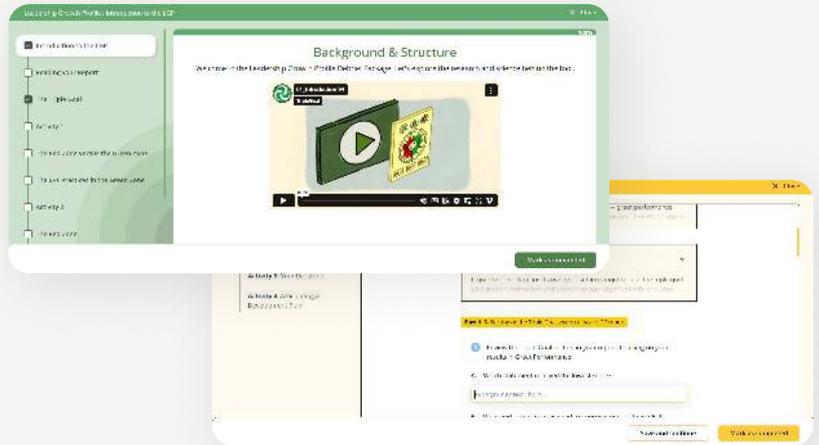


Our research shows that Direct Reports are up to eight times more engaged when their leader ranks in the top 10% of both green zone "tough" and green "nice" aspects. With this knowledge, leaders will be equipped to inspire trust, drive results, and lead with confidence.

Integrated Tools & Resources

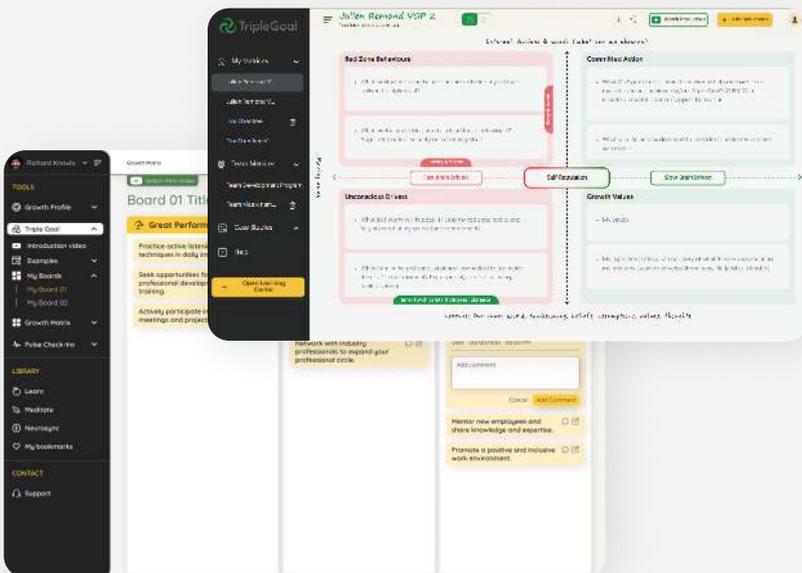
E-learning Content

Videos, resources and reflection activities to help leaders analyse their report and define a developmental plan forward.



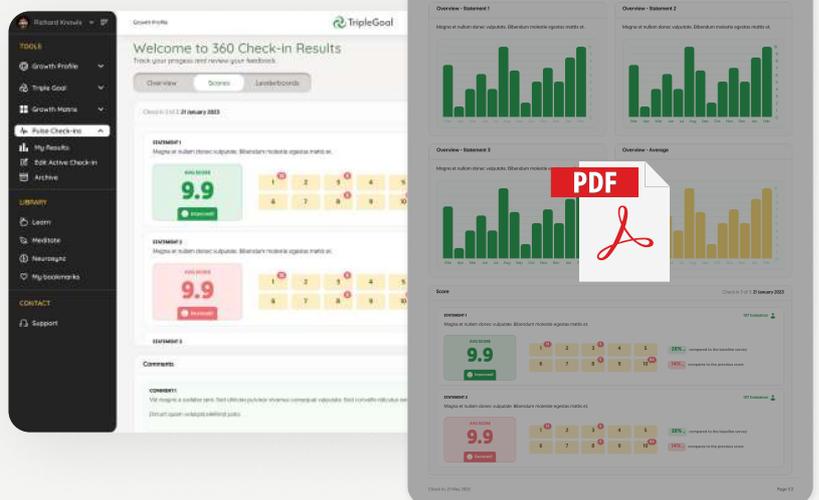
Digital Growth Matrix & Triple Goal tools

Two simple yet elegant framework for leaders to convert their report into a clear set of objectives and a growth journey map.

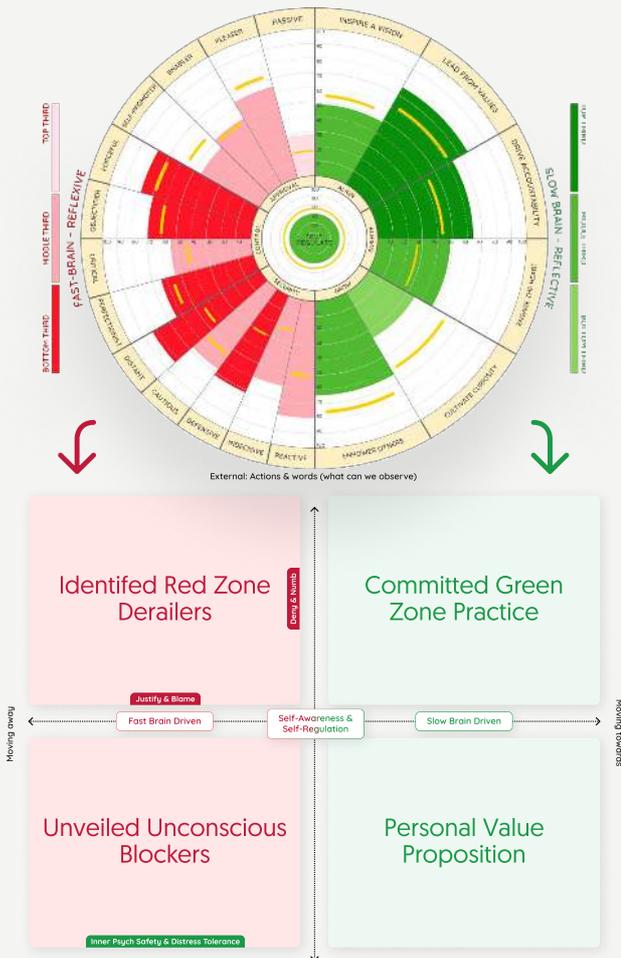


Pulse Check-ins

A quick and easy way for leaders to track progress on their developmental commitment.



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



Silver



Gold

	From report to committed action	From report to structured practice	From report to transformational growth
E-learning videos	YES (10 videos)	YES (10 videos)	YES (17 videos)
Digital workbook with reflection activities	YES (4 activities)	YES (4 activities)	YES (7 activities)
Triple Goal tool	YES	YES	YES
Pulse Check-ins tool	NO	YES	YES
Growth Matrix tool	NO	YES	YES
Optional coaching	YES (1x90-min)	YES (tailored)	YES (5 x 90-min)
Do it as a group	NO	NO	YES
Minimum time commitment	2 hours	2 hours	5 hours

Applying the Leadership Growth Profile in Practice

There are two ways to take this work further:

Take the Free Self-Assessment

The free self-assessment gives you a personalised snapshot of how your leadership behaviours show up in practice, including strengths and stress patterns, and how they influence performance, learning, and trust.



my.triplegoal.com/selfassessment

Book a Leadership Growth Conversation

If you're exploring how this work could be applied for leaders, teams, or an organisation, a conversation is the next step. This is a discussion to explore fit and the most appropriate level of support.



schedule.triplegoal.com